

LABOR CLARION

The Official Journal of the San Francisco Labor Council and the California State Federation of Labor.

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No. 2

John Mitchell on Trade-Union Movement.

In fulfillment of an invitation from the Indiana State legislature, John Mitchell, President of the United Mine Workers of America, delivered recently an address on the subject of the purpose, the achievements and the future of the trade union movement.

The address is as follows:

In its fundamental principle trade unionism is plain and clear and simple. It starts from the recognition of the fact that under normal conditions the individual, unorganized workman cannot bargain advantageously with the employer for the sale of his labor. Since the workingman has no money in reserve and must sell his labor immediately, since he has no knowledge of the market and no skill in bargaining, since finally he has only his own labor to sell, while the employer engages hundreds or even thousands of men and can easily do without the services of a particular individual, the workingman, if bargaining on his own account and for himself alone, is at an enormous disadvantage. Trade unionism recognizes the fact that under such conditions labor becomes more and more degenerate; that the condition of the worst and lowest man in the industry will be that which the best man must accept. Hence, from first to last, always and everywhere, trade unionism stands unalterably opposed to the individual contract. It is upon this principle—the absolute and complete prohibition of contracts between employers and individual men—that trade unionism is founded. There can be no permanent prosperity to the working classes, no real and lasting progress, no consecutive improvement in conditions until the principle is firmly and fully established—especially in enterprises on a large scale—that conditions of industry, the settlement of wages, hours of labor, etc., must be adjusted between employers and workmen collectively and not between employers and workmen individually.

Labor unions are for the workingman, but against no one. They are not hostile to employers, not inimical to the interests of the general public. They are for a class because that class exists and has class interests, but the unions did not create and do not perpetuate the class or its interests and do not seek to evoke a class conflict.

SHOULD BE FRIENDS.

There is no necessary hostility between labor and capital. Neither can do without the other; each has evolved from the other. Capital is labor saved and materialized; the power to labor is in itself a form of capital. There is not even a fundamental antagonism between the laborer and the capitalist. Both are men, with the virtues and vices of men, and each wishes at times more than his fair share. Yet, broadly considered, the interest of the one is the interest of the other, and the prosperity of the one is the prosperity of the other. Where wages are high, capital and the conduct of business are not without their reward; where the industry of the country is carried on by broad-minded, far-seeing, adventurous leaders, the remuneration of labor increases, even to the common laborer on the streets.

STAND FOR UNITED ACTION.

The trade unions stand for the principle of united action, and for the policy of a living wage earned under fair living conditions. In union there is strength, justice and moderation; in disunion nothing but an alternating humility and insolence, a state

of industrial despotism tempered by futile and passing revolutions. The trade unions stand for the right of association, self-government and free speech; for the dignity and self-respect of the workingman; for the mutual esteem of capitalist and wage-earner and for a wide, open-minded, democratic conduct of industry.

WHAT UNIONISM HAS DONE.

In the pursuit of these ideals trade unionism has justified its existence by good works and high purposes. At one time viewed with suspicion by workman and employer alike, it has gained the affections of the one and the enlightened esteem of the other. Slowly and gradually it has progressed toward the fulfillment of its ideals. It has elevated the standard of living of the American workman and conferred upon him higher wages and more leisure. It has increased efficiency, diminished accidents, averted disease, kept the children at school, raised the moral tone of the factories, and improved the relations between employer and employed. In so doing it has stood upon the broad ground of justice and humanity. It has defended the weak against the strong, the exploited against the exploiter. It has stood for efficiency rather than cheapness; for the producer rather than production; for the man rather than the dollar. It has voiced the claims of the unborn as of the living and has stayed the hand of that ruthless, near-sighted profit-seeking which would destroy future generations as men wantonly cut down forests. It has spoken for the negro slave on the plantation and for the white slave in the factory. It has aided and educated the newly arrived immigrant, protected the toil of women and children and fought the battle of the poor in attic, mine and sweatshop. It has conferred benefits, made sacrifices and, unfortunately, committed errors.

UNIONS COMBAT TYRANNY.

There was a time when the organizations of labor were not only considered inimical to the welfare of society, but were condemned by the laws of the land, and those brave souls who had the temerity to insist upon greater liberties and upon the right of labor to combine were persecuted and prosecuted with relentless severity. But thanks to an awakened public conscience and to an enlightened and progressive intelligence, thinking men and women of all classes—in America at least—now recognize not only the right of the laborer to organize for his own protection, but they also concede that associations of labor constitute and represent a powerful influence for good to all the people of our country.

THEY LIFT UP CHILDREN.

There can be no doubt, however, of the advisability of securing wise and reasonable legislation for the protection of wage-earners, especially of working women and children. Unfortunately, society does not seem to feel itself capable of conducting its industries without the aid of its weaker members. With each advance in production, with each increase of wealth and the capacity of producing wealth, women and children, in ever larger numbers, are drafted into service. If trade unionism had done nothing else for the good of humanity, it would have justified its existence by its efforts in behalf of working women and children.

TAKE CARE OF WOMEN.

Its chief endeavor in ameliorating the hardship of

women's work has been in the direction of excluding them from certain kinds of employment, in improving the sanitary conditions of their work, and in reducing the length of their working day. At one time women were employed in mines, but through the instrumentality of trade unions this inhumanity was done away with. Women workers have also been excluded from some trades which impair their health or injuriously affect their morals.

THE HELPLESS LITTLE ONES.

But even more important than the benefits conferred by trade unionism upon women workers have been its efforts in behalf of the toiling children. Since the birth of the factory system thousands of children have been mustered into the factories and, on account of their nimbleness, their docility, their powerlessness to resist oppression and the low wages which they were obliged to accept, have been permitted to displace men and to ruin themselves by work unsuited to their age and strength.

It is hard to reconcile the vaunted humanity and intelligence of this era with the wholesale employment of children. It is difficult to conceive of anything more utterly absurd and immoral, and the fearful destructiveness of this exploitation of children before they arrive at strength or maturity, should inspire statesmen to legislate against the abomination and eliminate it root and branch.

THE INDUSTRIAL HOLOCAUST.

Another evil of modern industrialism which cries aloud for correction is the insecurity of the worker's hold upon existence.

There is nothing in this world so dear as and nothing less secure than human life. The bread of the laborer is eaten in the peril of his life. Whether he work on the sea, on the earth or in the mines underneath the earth, the laborer constantly faces imminent death and his peril increases with the progress of the age. With each new invention the number of killed and injured rises; each increase in the number and size of our great engines; each new speeding up of the great mechanisms of industrial life brings with it fresh human sacrifices. The victories of peace have their price in dead and maimed as well as do the victories of war. As the intensity of life increases, as the hold of the weaker becomes more feeble, as the struggle for existence grows ever more sharp, so the peril to the life and limb of the worker is enhanced with every mechanical device. Each year the locomotive increases the number of its victims; each year lengthens the roll of the men who enter the dark and dampness of the mine, never again to return to their homes and loved ones.

THE DEATH ROLL OF INDUSTRY

is longer than is evident from official figures. Many are killed without violence; thousands of men, women and children lose their lives in factories, mills and mines without the inquest of a coroner. The slow death which comes from working in a vitiated atmosphere, from inhaling constantly the fine, sharp dust of metals, from laboring unceasingly in constrained and unnatural postures, from constant contact of the hands or lips with poisoned substances; lastly, the death which comes from prolonged exposure to inclement weather, from overexertion and undernutrition, from lack of sleep, from lack of re-

cuperation, swells beyond computation the unnumbered victims of a restless progress.

THE ARMY OF THE MAIMED.

In the United States the number of persons killed and injured is not even counted, and no one can compute the number annually yielding up their lives or who are seriously injured and often compelled to become a burden upon their friends or relatives or dependent upon the charity and munificence of society. It is a strange commentary upon our boasted American civilization that more men are killed and injured in industry in the United States than in any other country in the world. By this I mean that more persons are killed and injured per one thousand employed; more persons are killed per ton of coal produced than in any other country. If it were possible to call back from their untimely graves all the men who have been killed and injured in the mines and the mills and by the railroads, there would be an army far larger than has participated in any of the great battles of the world. The number of miners alone who have been killed and injured in the mines and who have died as a result of exposure in their work during the past twenty-five years would be greater than the standing army maintained by this nation.

BEHIND THE OLD WORLD.

It is not my purpose to decry the institutions of my own country, because I believe that with all our failings, with all our sins of omission and commission, we have by far the best and the greatest government ever instituted among men; but I cannot blind myself to the fact that in the matter of providing for the life and the safety of the workman we are lagging far behind the nations of the Old World. Of course, it may be said that this is not a parental government, and that the State should not be called upon to regulate our affairs, and while I believe that they are best governed who are least governed, I contend, nevertheless, that it is the proper function of a government to throw around the weakest of its citizens all the safeguards and all the protection possible. And there is no doubt that the number of accidents could be reduced materially by the enactment of wise laws or by the strict enforcement of those now in existence.

IN GERMANY AND ENGLAND.

During my recent trip abroad I had opportunity to study the laws and customs governing the workmen there, and I am free to say that I was astonished to find how successful the trade unions have been in securing legislation for the protection of the working people. In Germany practically every workman is insured by the government. If he is ill or injured he receives a sum practically equal to his wages until he is able to return to his work. If a workman is killed, the government provides for his widow and orphans, and if the workman grows old and unable to work he receives a pension from the government and is thus protected from the harrowing fear of hunger and want. And what is true of Germany is to an extent true of all countries in continental Europe. In Great Britain legislation has been enacted which makes the employers of labor responsible for injuries inflicted upon workmen even though the workman himself may have been guilty of contributory negligence. Under the present compensation laws, a workman who is injured is not compelled to institute costly legal proceedings in order to collect damages for his injury, but by an arrangement the employer is required to pay to the workman a weekly benefit; and in the event of his death the employer is required to pay a sum in many instances equal to the amount of money the workman would have earned during three years. This character of legislation has had the effect of causing the employers to make such arrangements for the safety of the workman that the number of accidents and the number of injuries steadily and materially declined.

PUNISH HIGH OFFICIALS.

But what is of equal importance in the prevention of accidents in Europe has been the action of the courts. If a man were killed on a European rail-

road or in a coal mine and the accident was the result of failure on the part of the employer to comply with the plain provisions of the law, the courts would immediately proceed—not against some subordinate official—against the president of the company himself. And on more than one occasion the court records show that severe penalties have been inflicted upon the real employer for failure to comply with the law.

It seems to me that legislation of this character would prove of incalculable benefit to the American workman. At the present time.

WE ARE SIMPLY HELPLESS

to adequately protect ourselves, because of constitutional limitations. We are unable, because of our so-called fellow-servant laws, to collect damages or to punish negligent employers. The workman who, through no fault of his own, is killed or maimed, or permanently disabled in an industry, should receive from the industry or from the State—either directly or through his heirs—a suitable compensation, whether the injury is due to the negligence of the employer or not. It is inhuman to permit disabled workmen to starve; it is inhuman to permit widows and orphans of men who have died in the performance of their duties to be left without suitable provision for their future maintenance. What the workmen desire and demand, however, is not so much compensation for injury as prevention of injury. It is well to receive a thousand dollars for the loss of an eye or a leg, but it is better by far for the man—as for society—that the leg be not lost. Hence the demand—justly and strenuously made—that all possible measures be taken to prevent accidents.

MUST DEPEND ON UNIONS.

There is nothing which so justifies the existence of trade unions as the work they have done and are still doing in improving the sanitary conditions of the workman and saving him from premature or violent death. The solution of these problems, in so far as the State does not take the direct initiative, can be left to none but the organizations of labor.

There are at present from two and a half to three million trade unionists in the United States. The great new fact of American labor is its organization. The workingman has risen from his knees and

NOW STANDS UPON HIS FEET.

He has joined with his fellow-workman and has obtained as a right—not as a privilege—higher wages, shorter hours and better conditions of life and labor. Finally, through the trade agreement, he has secured the right to be consulted as to the conditions under which his work shall be carried on. The union has meant an improvement in the manner of life of the workman and a revolution in the conditions of industry from autocratic to democratic government. But trade unionism will not cease when conditions are improved. It is not a thing by itself. With its own beginning and its own end; rather, it is a step in a long development which began many thousands of years ago and which will not have ended many thousands of years hence. It is a single act in a drama as long as the history of humanity itself; a single act in the uplifting of the human race. We are told that man rose from a lower scale of existence; that at a certain time he was tapped upon the forehead, and it was said, "Let there be light." There was a gradual rise of man from the savage to the barbarian, from the barbarian to the semi-civilized, from the semi-civilized to the civilized man. The evolutionary and educational forces which have been at work for thousands of years have not spent themselves, but will continue; so that the least civilized man of a future age may be higher in the scale than the noblest, purest and best man that lives today.

WHAT THE FUTURE MAY HOLD.

There may come a time when the generations for whom we are struggling will look upon us as barbarians, but little removed from the cave dwellers or the prehistoric savages who ranged the dense forests. There may come a time when labor will be no longer degrading; when the last vestige of slavery of any sort will have disappeared; when

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work will be a pleasure and an honor and an ambition. When that time comes, when men will have advanced from and evolved out of the present degrading conditions, the generations to come will look back with gratitude and approval upon the institution of trade unionism, which has contributed and will have contributed so much to the ultimate goal of society—the ascent of man.

JAPANESE-KOREAN EXCLUSION LEAGUE

The Executive Board of the Japanese and Korean Exclusion League met at 860 McAllister Street on the 23d inst., and was called to order by President O. A. Tveitmoe at 8 p. m.

COMMUNICATIONS—From the American Federation of Labor, asking for information; received and request granted. From Chas. E. Rooks of Martin, Tennessee, in reference to the speech of United States Commissioner of Immigration Sargent, in reference to the admission of Chinese; received, noted and filed. From E. A. Powers, Paso Robles, requesting data and other information relative to the League; received and granted. From the Hon. E. A. Hayes, Hon. Julius Kahn and Hon. E. W. Roberts of Washington, D. C., acknowledging the receipt of the League's resolutions of February 3; received, noted and filed. From Wm. Loeb, Secretary to the President, advising of having received the League's resolutions of February 3, and having called same to the attention of the President; received, noted and filed. From the Department of State, Washington, D. C., and several United States Senators advising of having received the League's resolutions of February 3; received and filed. From C. Arym, Professor of Physics, Chicago, in reference to the exclusion of Japanese; noted and filed. From L. J. O'Reilly, secretary to W. R. Hearst, acknowledging receipt of the League's resolutions; received and filed. From the *American Press News*, requesting information relative to the reasons governing the desire of California for the exclusion of the Japanese; received and request granted. The President of the League, reported having received a large number of telegrams and communications from the North, and some of the eastern States, indorsing the work of the League.

BILLS—The following bills were ordered paid: A. E. Yoell, salary, \$35; T. McCarthy, salary, \$12; postage, \$3.50; envelopes (1000), \$1.20; rubber stamps, ink, etc., \$1.45. Total, \$53.15.

SPECIAL ORDER OF BUSINESS—A bill, framed by Delegate McGowan, and in the hands of the Committee on Publicity and Statistics, relative to the taking of a referendum vote of the people of California on the question of Asiatic exclusion, was, after considerable discussion, adopted and ordered sent to Sacramento, with a request to the Legislature that it be passed. On motion, President Tveitmoe, W. Macarthur and Senator McGowan were appointed as a special committee to appear before the Legislature now in session, with instructions to urge that that body pass the bill.

The Secretary was instructed to notify the State Federation of Labor, the State Building Trades Council, the Labor Council and the Building Trades of San Francisco, and other central bodies, of the action taken by the League, and request that, they request their representatives in Sacramento to lend all the possible assistance within their power to effect the passage of the League's bill.

COMMITTEE—Publicity and Statistics—This Committee submitted tables compiled by Delegate Graham, relative to the population of Japanese in other States and cities as compared with the conditions in San Francisco and California. On motion, the matter was ordered to print, with instructions that proofs be submitted before the completion of said work. On motion, the Secretary was directed to compile all documents, speeches and resolutions passed by the League. The Organizing Committee reported progress. The Finance Committee reported progress and it was suggested that it be requested to devise ways and means to provide more funds to carry on the campaign of the League. By motion, Delegate Richardson was appointed as a committee of one to visit the Marine Firemen, relative to their membership in the League.

SECRETARY-TREASURER'S REPORT—Balance on hand February 16, \$387.66; Fishermen's Protective Union, \$20; Bricklayers, No. 7, \$34; Signwriters, \$2; Theatrical Employees, No. 33, 70 cents; Machinists, No. 68, \$10; Carpenters, No. 1451, 60 cents; Felt and Compound Roofers, \$12; Blacksmiths, \$1; Chas. F. Knight, 50 cents; B. and S. Ironworkers, \$2; Plumbers, No. 280, \$1.50; Daughters of Liberty, California Council, \$3.65; Engineers, No. 59, \$3; San Francisco Commercial Travelers, \$5.88; Plumbers, No. 442, \$11; Elevator Constructors, No. 8, rent, \$6; Lathers, No. 65, \$4. Total, \$505.49. Expenditures, \$53.15. Balance on hand to date, \$452.34.

A. E. YOELL, Secretary-Treasurer.

NOTICE—On and after February 28, the offices of the League will be located at 10 Turk Street, near Mason. All contributions will be received at that place.

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The new Furnishings are in, and whether it is in Sox, Underwear, Work Shirts, Dress Shirts, Collars, Cuffs, Neckwear, Night Robes—you may be sure to find it at Kragens at a lower price than elsewhere. A few of the Specials now being offered are: \$1.50 Shirts for **75¢**, 15c Collars for **7 1/2¢**, 50c "President" Suspenders for **25¢**, and similar specials that have popularized this department as a money saver.

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FACTS, NOT FABLES.

The most casual and hap-hazard reading of the first two volumes of the Report of the Twelfth Census, brings many important facts to light relative to the Chinese and Japanese in the United States and Hawaii which, at the present time especially, should be accessible to all persons interested in the subject of Japanese exclusion.

The fact that almost seven years have passed since the taking of the last census detracts nothing from the value of the information contained in the Report, but on the contrary, seemingly accentuates it, and leads to the belief that the Report of the Census to be taken in 1910 will contain some startling and remarkable data concerning the rapid and dangerous increase of the Japanese in the United States. It has been asserted in high places that the Jap is not a Mongolian, but the Reports of the Bureau of Immigration, the Census Report, and the reports of the Ethnological Division of the Smithsonian Institute, when not classifying the Japanese by themselves, place them "cheek by jowl" with the Chinese under the heading of Mongolians.

The returns of the Twelfth Census show a total of 119,050 Chinese, including 3,116 in Alaska, 25,767 in Hawaii, and 304 at Military and Naval stations abroad. In the United States proper there were, therefore, 89,863 Chinese as against 107,488 in 1890.

The whole number of Japanese for the entire United States, in 1900, was 86,000, including 61,111 in Hawaii, 279 in Alaska, and 284 at Military and Naval stations abroad. In the United States proper there were 24,326, as against only 2,039 in 1890, an increase of 1,211 per cent. At the present time (1907) it is asserted that there are no less than 150,000 Japanese in the mainland, an increase of more than 600 per cent since 1900.

Of the 89,863 Chinese in the United States proper, 67,729, or 75 per cent were in the Western division, as against 96,844, or 90 per cent in 1890. These figures represent a loss in the Western division between 1890-1900 of 29,115, or 30 per cent, the number in California alone having been reduced from 72,472 to 45,473. There was a gain, however, in the number of Chinese in Arizona, Oregon and Washington, and the same general conditions prevail in 1907. The States and Territories outside of the Western division showed a gain since 1890 of 11,490 Chinese, making a net loss for the United States proper of 16 per cent.

The Japanese in the United States proper are concentrated in the Western division, which had in 1900, 23,376, out of a total of 24,326, California having 10,151, Washington, 5,617, Oregon, 2,501, Montana 2,441 and Idaho 1,291, leaving only 1,375 for the other States in this division and 950 for the other four divisions of the United States.

The increase of the Japanese since 1900 has kept pace with that of the period between 1890-1900.

Hawaii had, in 1890, a Japanese population of 12,360; in 1900 there were 61,111 an increase of 497 per cent. Since 1900, however, the Japanese population in that Territory has remained stationary because it has been made merely a place of call, immigrants remaining but a few days before proceeding to the Pacific Coast points. The conclusions to be deduced from reading the various Government reports relative to the Japanese are, that since the first colony was established on the Pacific Coast there has been no slackening of the tide of immigration, but on the contrary it has steadily grown in strength and volume and notwithstanding the concessions that have been made to placate the Japanese Government, and the pledges that have been given by the President, *there will be no diminution in the number of Japanese immigrants until Congress passes an "iron-clad" Exclusion Act with the determination that it shall be enforced to the very letter no matter what may be the ultimate consequences.*

THE DOCTOR.

It is reported that the International Association of Machinists will inaugurate the eight-hour day on May 1 in Brooklyn, Hoboken and Jersey City. The machinists now work nine hours, except in the navy yard.

NEW LOCAL OF CLERKS.

Quite a number of the Retail Clerks of San Francisco journeyed to Oakland last week to attend the installation ceremonies held in connection with the formation of a Retail Clerks' local in that city. Max E. Licht, First Vice-President of the International Retail Clerk's Protective Association, installed the following officers of the new local:

Past President, A. B. John; President, H. V. Carter; First Vice-President, A. B. John; Second Vice-President, Joe Kettlewell; Financial Secretary, Harry Roessner; Corresponding Secretary, Ray Garwood; Treasurer, George A. Deweese; Trustees—W. Sanderson, J. A. Kingdon and W. Vamel; Guide, J. J. Brennan; Inside Guard, H. Coey; Outside Guard, Joe Silva.

Addresses were made by the following: H. V. Carter, J. B. Cunningham, A. B. John, W. J. Hennessy, T. Fox, J. K. Jones, J. Raboli, E. A. Levy, W. P. Petry, H. Young, E. Z. Cushing, Harvey Coey and A. B. Champion.

A banquet was the concluding feature of the gathering.

COOKS.

At the last meeting of Cooks' Union, No. 44, it was reported that the Southern Pacific had agreed to discharge its Japanese and Chinese help in the commissary department and replace them with white men.

H. P. Myer was elected treasurer. George Thomas and Frank Holt were elected delegates to the Labor Council.

WOMAN'S AUXILIARY.

The next meeting of Woman's Auxiliary, No. 18, to Typographical Union, No. 21, will be held at the residence of Mrs. L. A. Bickell, 4880 Cherry street, corner of Forty-ninth, Oakland, on Friday, the 8th inst. Members residing in this city are requested to meet at the Ferry building at 1 p. m., on the date noted.

MARY A. BARRON, Secretary.

UNFAIR PUBLICATIONS.

Published by authority of San Francisco Typographical Union, No. 21.

NEW YORK.

American Inventor, (M.)
American Machinist, (W.)
American Museum Journal, (M.)
American Printer, (M.)
Automobile Topics, (W.)
Benziger's Magazine, (M.)
Burr-McIntosh, (M.)
Century, The, (M.)
Christian Advocate, (W.)
Country Life in America, (M.)
Critic and Literary World, (M.)
Delineator, (M.)
Designer, (M.)
Engineering and Mining Journal, (W.)
Forum, (Q.)
Garden Magazine, (M.)
Gentlewoman, (M.)
Homiletic Review, (M.)
Journal of the Telegraph, (M.)
L'Art de la Mode, (M.)
Literary Digest, (W.)
Marine Engineering, (M.)
McClure's, (M.)
Modern-Revue, (M.)
My Business Friend, (M.)
Nautical Gazette, (W.)
Navy League Journal, (M.)
New Idea, (M.)
Paragon Monthly.
Photographic Times, (M.)
Power, (M.)
Power Boat News, (W.)
Rudder, The, (M.)
Smart Set, (M.)
St. Nicholas, (M.)
Tom Watson's Magazine, (M.)
Town and Country, (W.)
Town Topics, (W.)
Trust Companies, (M.)
Typewriter and Photographic World.
Vogue, (W.)
World's Work, (M.)

Boston, Mass.

Black Cat, (M.)
Modern Priscilla, (M.)
Columbiad, (M.)

Chicago, Ill.

Red Book.
Men and Women, (M.)

Philadelphia, Pa.

The Ladies' Home Journal, (M.)
Saturday Evening Post, (W.)

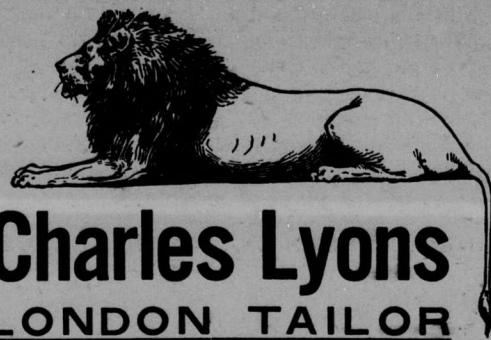
Springfield, Mass.

Good Housekeeping, (M.)
New England Homestead, (W.)
American Agriculturist, (W.)
Farm and Home, (S. M.)
Orange Judd Farmer, (W.)

Springfield, Ohio.

Woman's Home Companion, (M.)
Farm and Fireside, (S. M.)

*Abbreviations used—M, monthly; W, weekly; Q, quarterly; S M, semi-monthly.



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Velvet Carpet
\$1.00

a yard, sewed and laid.

A regular \$1.50 value.

10 Wire Tapestry
\$1.00

a yard, sewed and laid.

Regularly \$1.25 a yard.

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STERLING
Furniture Company
974 HOWARD STREET
NEAR SIXTH

KEEP UP THE FIGHT.

Members of International Typographical Union Should Not Grow Apathetic.

A correspondent for the *Typographical Journal*, writing from Omaha, Nebraska, has the present situation in the printing trade sized up to a nicety. His observations are worthy of the most careful consideration. The article follows:

"I am not entirely in accord with the slogan, 'the eight-hour day is won, except in a few isolated places.' Not that I disagree with the statement, but for the effect it will have on the membership. In my opinion, it will have a tendency to cause the membership to, in a measure, forget the remnant of the struggle and resume the ordinary functions of unionism, and thus, to some extent, allow the opposition to enlarge. With the recent reductions in the assessment, and some forty odd thousand members working the eight-hour day out of a total of 46,000, there appears some basis for my reasoning.

"Considering the modern nature of our American industries, non-unionism can well be termed an industrial disease, and if left undisturbed will spread until it becomes unbearable, and the struggle to expel it from the industrial system will require energy that might be put to a better use, and on the old theory that 'an ounce of prevention is worth a pound of cure' I say that there should be no let-up to the eight-hour day fight until all evidence of opposition has absolutely disappeared.

"President Lynch said at Chicago, in 1904, that 'the eight-hour day will be secured by a strong determination of the membership to get it.' This strong determination was, and is, well crystalized, and nothing should be said or done to lessen this determination, and my observation justifies the assertion that it is easier to diminish than to build up activity in any organization. In my opinion, the hardest blow that the eight-hour-day movement received, and which so greatly interrupted the president's plan of thorough organization which he constantly called for, was the opinion spread among the membership 'that there would be no fight; that the International Typographical Union officers and the Typothetae officers will get together and settle the matter.' It was hard to stir those of that opinion to activity. I found it so in our city.

"While a member of the allied printing trades council, acting on the request of President Lynch for label agitation, I conceived the idea of returning all advertising matter not bearing the label to the merchant sending out same, with a written note plainly stating why it was returned. I tried this plan on a large concern, and I immediately received a most favorable reply (and promises made by this firm have been lived up to, so far as I have been able to observe), all of which I reported to our union. In order to interest other unions in this plan I set about to organize a label league, which was to create an interest in all labels as well. This organization devised the now somewhat famous 'Omaha plan,' which has spread to many other cities. This plan consisted of publishing in the local labor paper a list of all articles bearing the label, designating the stores at which the various articles could be had. All national secretaries of unions using labels were asked to furnish names of firms using their respective labels, and, armed with this information, the committee that visited the stores and compiled the list interested many merchants in putting in stock many articles of general sale bearing the union label. The merchants fell right in with the plan, as no expense was attached to the scheme, and as a matter of fact these merchants have contributed largely to the business success of the eight-hour shops in Omaha.

"But the plan did not receive the support it was entitled to—not even from the printers. No one opposed it; no one offered any other plan. Everybody seemed to approve it. The cause of this non-support, in my judgment, was due directly to the same thing that interfered with President Lynch's plan of organization—there ain't going to be any strike. Even the issuing of the 'little green sticker,' to obviate the necessity and exertion of

writing a note on the margin of the printed matter (which is not so effective, as it does not show the same intense personal interest), did not receive the merited response.

"I consider the use of just a few stickers a detriment rather than a benefit. For instance, a merchant here who caters to the higher class of laboring men—mechanics—sent out 2,500 circulars and received one with a green sticker on it. He considered the sticker a joke. There should have been at least 1,000 of these circulars returned. In that event this merchant would have 'sat up and took notice.'

"But there was a strike, and it is practically won. It has cost a lot of money and much sacrifice. But it is won, and we have gained much experience of great value. Let us not lose any of the ground gained. Let us dig right in and clean up what's left of it—all of us. Let us stamp out the non-union germ. Let us take care of what we have gained. Many proprietors have signed eight-hour-day agreements as a business proposition. Let us demonstrate that it is a business proposition. Let us keep a watchful eye on these shops and help them in every way we can—give them a good day's work and help them beat the non-union competitors. Local officers should keep close to these shops; visit with them once in a while; see how they are getting along; if in some cases they are not making good, find out what's the matter and devise a remedy. It is not always sunshine with the proprietors, and we should help them across the rough places. The union is and can be made a greater help to the proprietors. Let us get better acquainted with these proprietors and the business. Let the proprietors get better acquainted with the union. I believe that the producers—employers and employees—should run the printing business, and not the consumers.

"Many proprietors have signed up on account of the label. So let us make good on this. Boost the label. Use the sticker generously. Two or three men can not do this work. Everybody must get into the game. Systematize the work. Every local union should have a committee in charge of this work. This committee should lay out a simple plan that every member can easily follow. If the plan don't work, change it, and when a successful one is hit upon, report it to the International officers. Boost all labels. Get all union men to ask for label goods; adopt the 'Omaha plan' if you have no better one. The merchants will put the goods on sale if there is a demand for them and such merchants will invariably have their printing done in a union shop. That's the point. Don't let this work lag simply because your town is squared up, or nearly so, as a good, healthy use of the label is a mighty valuable asset at any time. Don't lie down. Always remember that the International officers can't do it all; that the local officers can't do it all, either; that the payment of dues is not all that is required of a union man. Dues is only the oil that lubricates the big machine—the power that moves it forward is the activity of the membership.

"I am interested in better printing, better wages and better conditions, and I hope to realize these things through organization and activity."

PRINTERS' RELIEF FUND.

The Relief Committee of Typographical Union, No. 21, made its final report at the regular meeting of the organization held last Sunday. The committee disbursed \$26,104.55. The report is an interesting document, and is as follows:

Your committee herewith submits a final report of receipts and disbursements of the funds contributed by the executive council of the International Typographical Union, sister unions and individuals for the relief of members of the international in this jurisdiction who were sufferers through the earthquake and fire of April last. A report covering the transactions of this committee, together with duplicate receipts for all expenditures and the report of the auditing committee, have been forwarded to the executive council of the I. T. U., together with a check for \$1300 the balance remaining in the fund after transferring to our local relief fund a sum sufficient to care for those of our members who are still sick or incapacitated as a result of the disaster of ten months ago.

We believe that the history of the trade union movement in this country cannot show another instance of such generosity and promptness as characterized our international and sister organizations when the news of San Francisco's misfortune was flashed across the continent. While the general confusion and disorganized and congested condition of the telegraph offices prevented messages from reaching your officers for several days, we were soon made aware of the anxiety and solicitude of our fellow-craftsmen throughout the country. Before learning of actual conditions, and being informed that all our funds were inaccessible, the executive council promptly remitted \$2000, and three days later, when a message reached the council advising it of the true state of affairs, \$10,000 more was forwarded.

Meanwhile, sister unions throughout the jurisdiction were sending money—some direct to No. 21 and others through the executive council—until the grand total of \$26,104.55 was reached. Most of the contributing unions asked to be advised if more money was needed. Aside from cash contributions many of the unions, particularly on this coast, received and cared for those of our members whose circumstances rendered it necessary for them to leave this jurisdiction.

The disbursement of this fund in the interest of those for whose benefit it was contributed has been the duty of this committee. The self-reliance and fortitude of the members of No. 21 in the weeks following the disaster contributed to lighten the work of the committee. At the April meeting, held in Oakland eleven days after the earthquake, the union adopted the recommendation of the executive committee that no stated or fixed amount of relief be given to all members alike; that each applicant for relief stand on the merits of his own case; that the disbursement of funds be made to relieve cases of actual distress and sickness of members and their families, and that transportation be given to those who were willing or desired to leave San Francisco.

This action entailed much labor on your committee, but it was cheerfully undertaken, as under this plan relief was not only given where needed, but in amount as each instance warranted. At the May meeting it was decided that the scope of the committee's labors be enlarged, and that, in addition to the caring for the immediate wants of those sick and in need, clothing be furnished to those requiring same, and that in the case of married members who were burned out and who contemplated resuming housekeeping a sum sufficient to make a start in this direction be given. San Francisco Mailers' Union No. 18, under instructions from the executive council, participated in the fund, and requisitions from that union to the amount of \$508.75 were paid.

This committee has made monthly reports to the union, as have also your auditors, by whom the accounts of this committee have been vided and reported upon each month. In this report, as in our monthly report, the expenditures have been grouped under four general headings, viz., transportation; cash relief; hospitals, doctors and medicine; furniture, clothing and rent. These classifications cover every dollar expended from the fund. Not a cent has been taken from the fund for administrative expenses, all going for the purpose for which it was contributed—relief. What little expense your committee incurred in prosecuting its labors was paid out of the general fund of the union, and the balance in the fund, after extending relief in all worthy cases, the union has ordered returned to the executive council. [Here follows a tabulated statement of the receipts and expenditures.]

In closing this report we desire to thank the union for its uniform support in upholding the committee in the prosecution of this important task. Although the great calamity through which he have passed has left death and destruction to mark its trail, we believe that our organization is stronger today than ever before in its history. May its power for good never grow less. Fraternally,

GEORGE A. TRACY,
JOHN W. KELLY,
GEORGE S. HOLLIS,
H. L. WHITE,
F. J. BONNINGTON,

Executive Committee San Francisco Typographical Union No. 21.

Indictments were recently returned by the Federal Grand Jury at Cleveland, O., against eight contracting companies and firms on charges of violating the National Eight-Hour labor law in connection with Government work.

The Hawaiian Planters' Association has decided to send to the Philippines for more Filipino laborers.

The Immigration Board has chartered the steamship Kumeric to transport immigrants from Spain.

The first thousand Kanakas have been deported from Queensland without any trouble.

MUSICIANS' MUTUAL PROTECTIVE UNION.

Headquarters and Secretaries' office, 68 Haight street.

At the weekly meeting of the Board of Directors held on February 26, President C. H. Cassasa presiding, Messrs. R. Crosby, C. G. McMillan, Henry Seekamp (former member) and A. F. Worbes were admitted to membership by initiation. Mr. E. S. Park was admitted to membership on transfer from Local No. 365, Great Falls, Montana, and subsequently to full membership in Local No. 6. Applications for membership were received from Messrs. M. Bayles, W. Fabris, H. J. Geisel, H. M. Levy and L. K. Reinhardt, and were laid over one week. Mr. R. Wetzel of Local No. 206, Little Rock, Arkansas, resigned through withdrawal of transfer card.

Dues and assessments of the first quarter of 1907 are now due and are payable before April 1. Two assessments of 25 cents each have been levied on account of the deaths of William Forner and Alfred R. Walcott, late members in good standing, making a total amount of \$1.50 to be paid before the expiration of the present quarter.

Report has been made that the garments made by the tailoring firm of Conway & Singer of 470 McAllister street do not bear the union label of the Journeymen Tailors' Union of America. Notice of this fact has been held to be advisable by the Board of Directors of the M. M. P. U., as it appears that a number of members have been patronizing the firm under the impression that the concern was strictly union in all its departments and in sympathy with organized labor, which is evidently not the case. The membership of Local No. 6 is requested to take action warranted by a knowledge of the facts presented above.

At the board meeting of February 26 the Committee on Advisable Classification of Halls submitted its report relative to halls in this city, which was unanimously concurred in. The present classification of all halls, rinks and dancing pavilions in the city is as follows:

Class A—Pavilion Rink (Sutter street); Coliseum Rink and Auditorium Rink.

Class B—Dreamland Rink.

Class C—Chutes Rink; Kendrick's Rink and Garden Rink.

Class D—Jefferson Square (double) Hall; Dolores Hall; Ocean Beach Pavilion; Puckett's Hall; South San Francisco Opera House; Palace Hotel; Paris Tea Garden; Findlay's Hall; Walton's Pavilion; San Francisco Turn Verein Hall; Cogswell School and Lyric Hall.

Class E—All other halls not specified above.

The Committee on Advisable Classification of Halls has been made a permanent one and will report regarding any other halls that may be prepared for dancing purposes in the future.

At the meeting of the Board of Directors held February 19 a charge against Mr. W. C. Vandewater of having played in company with non-members in this city was decided against the defendant because of failure to appear and answer the charge, and a penalty of \$5.00 was imposed, payable within ten days. At the meeting held February 26 further report was made that this member continued to violate the law of the union providing that "members shall not play in any orchestra or band in which any persons are engaged who are not members in good standing," etc. The Sergeant-at-Arms was instructed to prefer proper charges against Mr. Vandewater and the charge will be considered at the board meeting of March 5.

The Alameda County Branch of Local No. 6 will hold its regular monthly meeting on Thursday, March 7, 1907 at its headquarters, 908 Washington street, Room 2, Oakland, at 11 a. m. sharp. Business of importance will be transacted and members are requested to attend.

Over 100 candidates were obligated at the last meeting of Freight Handlers' Union, and twenty-seven applications were filed. The union will demand an increase in wages, to take effect April 1.

TYPOGRAPHICAL TOPICS.

Last Sunday's meeting of No. 21 was well attended, considering the inclement weather. The principal topic of interest at the meeting was the final report of the relief committee. This was submitted in printed form and distributed among the membership. Any member not present desiring a copy of the report may obtain same by applying at headquarters.

Applications for membership were received from H. O. Beasley, D. G. Shloss, Lillie P. Kern, E. E. Stone, G. Neergard, Madeline L. Bender, Frank L. Terry, Miss R. I. Gleason, apprentice; Arthur F. Boot, apprentice; John Lages, apprentice.

The Secretary reported 44 new members admitted by card during the month and 36 withdrawals. Ten applicants for full membership and three apprentice members were elected. Eight candidates were initiated.

The proposition to join in a movement having for its purpose the formation of a State Federation of Printing Trades, which was made a special order for consideration at this meeting, after a full discussion of its aims, objects and possibilities, was voted down, it being the consensus of opinion that such an organization is unnecessary and that its field of activity is already covered by local and international unions.

The boycott of the Milk Wagon Drivers' Union against the Morning Star Dairy was indorsed.

It was ordered that the union purchase advertising space in the LABOR CLARION and *Organized Labor* for the purpose of publishing a list of unfair publications of national reputation and circulation.

The proposed "house-cleaning day"; Sunday, March 3, was indorsed and the membership generally urged to assist in every way possible to make the venture a success.

A motion prevailed to instruct the officers of the union to communicate with Governor Gillett, urging favorable action on the carmen's eight-hour bill.

James H. Balthis and A. F. Heuer were appointed to fill vacancies on the Membership Committee.

H. E. Bennett was elected sergeant-at-arms, vice Geo. L. Taylor, resigned.

J. M. Scott, George E. Mitchell and W. H. Ellis were appointed a special committee to consider the advisability of resuscitating the *Pacific Union Printer*. They will bring in a report at the next meeting.

J. M. Scott is the first to announce his candidacy for delegate to the Hot Springs convention of I. T. U. GEO. A. TRACY.

"WE DON'T PATRONIZE" LIST.

The concerns named below are on the "We Don't Patronize" list of the San Francisco Labor Council. Members of labor unions and sympathizers are requested to cut this list out and post it home, where it can be conveniently referred to. Officers of unions are requested to have the list posted weekly on bulletin boards at headquarters.

Owl Drug Company, Sixteenth and Mission streets.

M. Siminoff, Golden Gate Cloak and Suit House and Pacific Cloak and Suit House, Market street, between Taylor and Jones, and 540 McAllister street.

Triest & Co., jobbers of hats.

Bekin Van and Storage Company.

National Biscuit Company of Chicago products.

Kullman, Salz & Co., tanners, Benicia, Cal.

A. B. Patrick, tanner, San Francisco.

Atchison, Topeka and Santa Fe Railway Company.

Butterick patterns and publications.

Crescent Feather Company, Nineteenth and Harrison streets.

M. Hart, furnishing goods, 1548 Fillmore street.

Carson Glove Company, San Rafael, Cal.

Brockton Shoe Company, 1025 Fillmore street.

Capitol Restaurant, 726 Turk street.

Morning Star Dairy, 140 Ney street, J. Finnigan, proprietor.

Bolton & Strong, photo engravers, Fifteenth and Mission streets.

McMahon, Keyer & Steigler Bros., 1711 O'Farrell and Van Ness avenue and Ellis street, tailors.



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Employs Only Union Men in All Its Departments

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WUNDER BREWING CO.'S

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A San Francisco Product of Unexcelled Quality—Bottled by

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The First Firm in San Francisco to Use the Union Label on Bottled Beer.

TIEDEMANN BROS.

Jefferson Saloon
and Cafe

700 McAllister St.

Cor. Gough

DON'T FORGET THAT THE DELINEATOR
and LADIES' HOME JOURNAL are UNFAIR

SAN FRANCISCO LABOR COUNCIL.

Synopsis of Minutes of the Regular Meeting
Held February 22, 1907.

Meeting called to order at 8:10 p. m., President Bell in the chair; minutes of the previous meeting approved.

CREDENTIALS—Cooks, Local No. 44, F. Holt, G. Thomas, vice King and an additional delegate. Waitresses, Ida McWayne, vice K. Bishop. Leather Workers No. 57, S. J. Malone, R. T. Davis, vice J. A. Peterson, D. Ahearn. Delegates seated.

COMMUNICATIONS—Filed: From the Moyer, Haywood and Pettibone Defense League, claiming that the League is not controlled by any political or economic organizations. From L. Siebe & Son, with enclosed complimentary tickets for the opening of Shellmound Park on Sunday, March 3d. From Senators and Assemblymen in answer to communication relative to labor measures indorsed by the Council. From Congressman C. Grosvenor, in answer to resolution on Japanese Exclusion. From Street Carmen's Union, urging the Council to send their approval of the Carmen's eight-hour bill to our representatives at Sacramento. Moved and seconded that the Secretary communicate with the Governor, requesting that he sign the said bill understanding that it has passed both houses; carried. From the International Typographical Union, requesting union men to return all printed matter not bearing the union label, as they are prepared to furnish stickers to be placed on same. Moved and seconded that the Secretary be instructed to inform President J. M. Lynch as to the action of the Council, and to request him to forward the prepared stickers; carried. From the Mission Promotion Association, requesting the indorsement of the Council on the Senate bills calling for a bond issue of one million dollars to be applied to the purchase of some 64 blocks of land lying South of Islais Creek and, East of First avenue. Moved and seconded that the Council indorse the bill; carried. From the Iron Molders' Union, requesting the indorsement of the Council on Senate Bills Nos. 798-799, pertaining to the weekly pay day and improved sanitary conditions of the foundries; moved and seconded that the bills be indorsed. Carried. *Referred to LABOR CLARION*: From the California State Federation of Labor, in reference to the publishing of journals declared unfair by the Typographical Union. *Referred to Organizing Committee*: From J. G. Skemp, General Secretary, Painters, Decorators and Paperhangers of America, informing the Council that the matter of jurisdiction between his organization and the Piano, Organ and Musical Instrument Workers has been left in the hands of the local district council of San Francisco. *Referred to Executive Committee*: The wage scale and agreement of the Laundry Workers, No. 26. From J. W. Hoyt, President of the White Star Laundry Co., requesting an interview relative to Laundry Workers' wage scale.

REPORTS OF UNIONS—Milk Wagon Drivers—Business good; still prosecuting boycott on the Morning Star Dairy and request the assistance of organized labor; also report that they are conferring with proprietors of the dairies in reference to the signing of their agreement. Moved and seconded that the President, Vice-President and Secretary of this Council be instructed to assist the Milk Drivers in their controversy with proprietors; carried. Tailors—are prosecuting the boycott on the firm of McMahon, Keyer & Steigler Bros., and report that some tailoring firms in this city have issued a circular letter (in the *American Gentleman*) making false statements as to the conditions in this city. Names and signatures will be taken up by organized labor. Bartenders—Progressing nicely; and request union men to insist upon the working button. Broom-makers—Business quiet. Cigarmakers—Business fair. Pie Bakers—Business good; local assisted financially the San Jose bakers in their struggle. Barbers—Request union men to insist upon the union button when being served and state that most of the shops in the Latin quarter and the down town district in the neighborhood of California and

Sansome streets are unfair. Brewers—Progressing favorably; union is preparing a new wage scale to take effect May 15th. Laundry Wagon Drivers—Are continuing to agitate against the Japanese and Chinese laundries.

EXECUTIVE COMMITTEE—*Recommends*: 1—That the application for a boycott on carriage shop of Mr. Becraft be laid over for one week, no committee appearing; concurred in. 2—That the Council indorse the H. R. Bill No. 23,579, introduced by Representative Green, regulating the salaries of letter carriers in free delivery offices and that the Secretary be requested to send a telegram to Washington urging the passage of said bill; concurred in. 3—That the communication from the Stable Employees, No. 404, with the credentials of A. Dijeau attached, be laid over one week and that the Secretary be instructed to notify the organizations interested informing them that they will be permitted to have a representative to act as an attorney, he to be a member of the Council or union and that no others be allowed to take part in the proceedings other than to act as witnesses; concurred in.

ORGANIZING COMMITTEE—Report that they are assisting the Cap Makers to re-establish themselves, likewise the Casket Trimmers. And the Committee has applied to the American Federation of Labor for a charter for the Gardeners' Protective Union; report received as progressive.

LABEL COMMITTEE—Have organized by electing H. T. Ajax, Chairman; M. Wille, Secretary, and that the committee will hold its regular meetings in the future on the first and third Saturdays of each month. Committee recommended action along the lines of reorganizing the Women's Union Label League. Moved and seconded that the matter be referred to committee in order that they may confer with the Women's Union Label League now in existence; carried.

SPECIAL COMMITTEE—Representative Benham reported progress on the many labor measures now before the Legislature and the passage of the following bills: Senate Bill No. 715; Employment of Prisoners; Con. Amendment No. 1; Arming High School Boys; Assembly Bill No. 174; Arbitration; Senate Bill No. 729; Restrict Trade.

NEW BUSINESS—Moved and seconded that all standing committees elect a chairman and secretary and submit a weekly report in writing giving the names of all absentees; carried.

RECEIPTS—Ship Drillers, \$6; Electrical Workers, \$18; Stereotypers, \$8; Leather Workers, \$4; Milkmen, \$4; Pie Bakers, \$2; Carriage Workers, \$8; Machine Hands, \$2; Bartenders, \$10. Total \$62.

EXPENSES—Secretary, \$30; carfare, 75 cents; stenographer, \$15; W. N. Brunt & Co., for printing, \$7.50; F. Fetter, office fittings, \$42; Pacific States Telephone & Telegraph Co., \$15.70; G. B. Benham, services from February 18 to 21, \$29; postage, \$3; *Daily News*, 25 cents. Total, \$143.20.

Adjourned at 10:20.

WM. P. McCABE, Secretary.

NATIONAL CASH REGISTER COMPANY.

According to the press dispatches the officials of the National Cash Register Company, of Dayton, Ohio, have been touring the Eastern cities during the past month, with the view of removing the plant of the company. The company gives as its reasons for desiring to leave Dayton, "Inadequate freight facilities, the necessity of immediately enlarging its plant, failure to persuade help to locate in Dayton, a desire to evade many other minor difficulties, and the wish to erect the finest factory in the world." All of this may be true, but it would appear from the questions submitted to the various municipal governments that the Cash Register Company is endeavoring to find a location where it can dictate terms to its employees. Its queries upon the subject of labor are more numerous than any other, and are as follows:

"What is the Union situation? How many shops in the city are Union? How many open? Have you had any strikes? If so, how long duration? What was attitude of city authorities during the

strike? What was the trade of the people striking? From what source could employees be secured for our plant? What is the character of your industries? Have you any similar to ours—sewing machines, typewriters, small arms, etc.? What number of employees are engaged in these enterprises? What is average scale of wages for different trades?"

As is known to the readers of the *Journal*, the Cash Register Company has posed rather as a philanthropy than a manufacturing interest. Attached to the company's factory are reading rooms, rest rooms, etc., for the use of which the employees of the company are taxed. These attachments have been widely advertised, and in that way the Cash Register Company led the uninitiated public to believe that it was wonderfully fair in the treatment of its employees. Those on the inside know that such is not the case. The company is almost constantly in trouble with some of its employees. For more than a year the members of Dayton Typographical Union No. 57 formerly in the employ of this company have been on strike for the enforcement of the eight-hour day. Regardless of where this company locates, the Typographical Union will follow it, and will wage relentless war until its printing plant is again unionized. In this fight the International Union will have the assistance of the other trades, all of which know that the Cash Register Company is sailing under false colors.—*Typographical Journal*.

The financial statement of the International Boot and Shoe Workers' Union for 1906, just published, shows that the total receipts for the year were \$280,286.61, as against \$264,132 for 1905, an increase of \$16,154.61. Sick and death benefits paid during the year were \$65,017.79, as against \$94,133.35 paid in 1905. For strike benefits, \$16,011.18 was paid, which is a slight increase over the year 1905, when the strike benefits amounted to \$15,477.18.

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Copy for advertisements will not be received after Tuesday for the current issue.

Entered at Postoffice, San Francisco, Cal., as second-class matter.



ARBITRATION FARCE ENDED.

At last the Board of Arbitration which was created to decide the dispute between the United Railroads and several thousand of its employes has completed its work.

Six months have elapsed since the men and the company agreed to submit their differences to arbitration, and during a considerable portion of that time Chief Justice Beatty (the umpire), Rev. Peter C. Yorke (representing the unions) and Major Frank McLaughlin (representative of the United Railroads) have been listening to testimony and arguments, considering evidence and preparing a variety of opinions. The Street Carmen, Electrical Workers, Stationary Firemen, and Street Railway Construction Workers have expended thousands of dollars for stenographers, attorneys and incidental expenses.

This great expenditure of time and money has culminated in one of the most remarkable decisions ever made by a Board of Arbitration,—a decision that will practically eliminate from industrial controversies in this city at least this particular form of arbitration. Certainly the Street Carmen of San Francisco are extremely unlikely to again submit their grievances to arbitration.

The decision of the board was particularly unanimous in the cases of the Electrical Workers, Stationary Firemen and the Street Railway Construction Workers. The demands of these three groups for an eight-hour day and increased wages were granted. This action caused no surprise in view of the fact that the men were merely contending for conditions that prevail generally in this city governing employment of a like nature. The fact that all employers in San Francisco excepting the United Railroads are paying the wages and conceding the hours demanded by the men from the United Railroads could not well have been ignored by the Board of Arbitration. The decision with respect to these three groups of workmen is satisfactory.

In the case of the Street Carmen the majority decision—given by Chief Justice Beatty and concurred in by Major McLaughlin—is a mass of contradiction, fallacious reasoning and special pleading, liberally seasoned with rank injustice. The board's award gives the shorter workday to the Stationary Firemen, Electrical Workers, and Street Railway Construction Workers, and also grants increases in wages ranging from 43 to 61.35 per cent. The Street Carmen, however, are awarded an average increase of but 22 per cent in wages and granted no relief whatever with respect to the length of the workday. They asked for an eight-hour day and a minimum wage of \$3. The majority of the arbiters declined to make a change from the ten-hour day, and substituted a graduated scale of wages for the flat rate asked for, consequently the Carmen did not succeed in having any of their demands granted.

When it is considered that the number of Electrical Workers and Stationary Firemen affected by the decision is extremely small when compared with

the number of Carmen employed by the United Railroads, and the further fact that nine-tenths of the Street Railroad Construction Workers are but temporary employes, the injustice of the discrimination of the majority of the arbiters against the Street Carmen become more apparent. The arbiters were, of course, cognizant of the fact that but a small number of Electrical Workers and Stationary Firemen is employed by the company, consequently the drain on the corporation's treasury would be insignificant were these classes of workers accorded justice. The award in the case of the Construction Workers will not, as a matter of fact, increase the corporation's expenditures on reconstruction account. The conditions prevailing here today preclude the possibility of securing men in considerable numbers to perform construction work under less favorable terms than those fixed by the Arbitration Board.

Father Yorke, after having failed to induce his associates to grant the Carmen adequate relief, prepared a dissenting opinion in which he severely criticizes the award of the majority. When this opinion was read by Chief Justice Beatty he insisted on exercising the privilege of repleting. He attempted in his second opinion to break the force of the strongest points made by Father Yorke, but he failed signally to do so. Father Yorke made brief rejoinder to Judge Beatty, consequently five separate opinions have emanated from the Board.

While the salient features of the award have been generally known for some days, the Street Carmen hoped until the last moment that the arbiters would recognize the injustice of maintaining a ten-hour day, but their hopes were in vain. The indignation when the terms of the award were made known was extreme, and undoubtedly many of the men will decline to longer work ten hours a day on the cars under existing conditions.

The award provides that the men must receive the money due them within sixty days. As the decision covers the period dating from September 6, 1906, the men who have been working for the company since that time will, in most instances be entitled to sums ranging from \$75 to \$100 and over.

The short time intervening between the publication hour of the LABOR CLARION and the time when the decision of the Board was made public, precludes us from publishing as extensive extracts from the several opinions as we otherwise would have done. However, the full text of the awards made the several unions is given herewith, and as Father Yorke's dissenting opinion embraces much of the majority decision, an extensive synopsis of his opinion is also published. Following is the text of the several awards:

Awards of Board.

CASE OF THE ELECTRICAL WORKERS—WAGES.

Armature winders and electrical machinists in the power house.

Journeymen to receive not less than \$4 per day.

Apprentices to receive not less than \$2.50 per day during their first year. Thereafter so long as they continue in the employ of the company their wages to be increased not less than 37½ cents per day as often as once in six months until they equal journeymen's wages. Wages of apprentices in special cases may be more readily advanced at the option of the company.

Station Shopmen and Lamp repairers.

Journeymen to receive not less than \$3.50 per day.

Apprentices to receive not less than \$2.50 per day during their first year. Thereafter so long as they continue in the employ of the company their wages to be increased not less than 25 cents per day as often as once in six months—the company to have the same option to make a more rapid advance in special cases.

No award is made to station construction and wire men, for the reason that the company employs none who are members of the union.

Station Operators.

Station operators are paid by the month and the rates in the different stations have been \$80, \$85 and \$90. These rates are advanced from \$80 to \$96, \$85 to \$102, \$90 to \$108. Each operator to have one day off in each month with full pay.

Dynamo Tenders and Dynamo Wipers.

In each class the wages to be not less than \$2.50

per day. No award is made as to the underground men because none are employed by the company.

Linemen.

Foremen to receive not less than \$4.50 per day.

Journeymen not less than \$4 per day.

Apprentices to receive not less than \$2.50 per day during the first year. Thereafter so long as they continue in the employ of the company their wages to be increased not less than 37½ cents per day as often as once in six months until they equal journeymen's wages with the option to the company to make a more rapid advance in special cases.

Car Barn and Truck Men Who Were Members of the Union on September 6, 1906.

Foremen are to receive not less than \$110 per month.

Journeymen now paid \$2.80 per day to receive not less than \$100 per month.

Journeymen now paid \$2.50 per day to receive not less than \$85 per month.

All employes in this class to have one day off in each month with full pay.

Hours of Labor.

With two exceptions, eight hours shall constitute a day's work for all electrical workers. The exceptions are:

First.—In the case of the station operators who work upon those shifts during a twenty-four-hour day, the shifts are changed every eight hours, but it appears to be established by the evidence that it is necessary for the safe operation of the stations that the retiring operator shall remain on duty for a time with the operator who takes his place. This extra time is known as the overlap and has heretofore been one hour. The board is unwilling to wholly set aside this arrangement and has sought to compensate the operators by an increase in their wages.

Second.—In the case of the linemen employed in making repairs as distinct from construction work, the board is satisfied that repair work should be conducted upon the system known as shop to shop, in which the actual working time in a nine-hour day does not materially exceed eight hours.

Upon these considerations a nine hours' day is retained in the case of the linemen engaged in repair work and working shop to shop, and the overlap for the station operators is fixed at a half hour.

Men working overtime are to receive time and a half wages up to 12 o'clock midnight; after midnight they are to receive double time wages.

Work on holidays is to be paid for at double time rates.

The following days shall be reckoned as holidays: Sundays, New Year's Day, Admission Day, Thanksgiving Day, Labor Day, Decoration Day, Fourth of July, Christmas Day.

When another holiday falls on Sunday the following Monday shall be considered a holiday.

These provisions as to extra pay—for overtime—do not apply to station operators or car barn and truck men who receive monthly wages, nor to dynamo wipers or dynamo tenders who have heretofore been paid by the month. Transportation to be furnished linemen.

This award takes effect and is in force as of the 6th day of September, 1906.

CASE OF STATIONARY FIREMEN.

Wages.

Water tenders to receive \$3 per day.

Wipers to receive \$2.50 per day.

Hours.

When a station is operated throughout the twenty-four hours, the shifts are to be eight hours and for each shift a day's wages is to be paid.

When a station is operated less than twenty-four hours and upon less than three shifts, time in excess of eight hours shall be reckoned as overtime. All overtime is to be paid for at time and a half rates.

All work on holidays shall be reckoned as overtime and compensated accordingly.

The following are holidays:

Sundays, New Year's Day, Admission Day, Thanksgiving Day, Labor Day, Decoration Day, Fourth of July, Christmas Day.

When another holiday falls on a Sunday the following Monday is to be reckoned a holiday.

This award takes effect and is in force as of the 6th day of September, 1906.

CASE OF THE STREET RAILWAY CONSTRUCTION MEN.

Laborers are to receive not less than \$2.25 per day during the first month of their employment. After their first month not less than \$2.50 per day.

Handymen to receive not less than \$2.75 per day.

Pavers to receive not less than \$3 per day.

Night watchmen not less than \$2.50 per day.

Work on holidays is to be paid for at time and a half rates.

Eight hours constitutes a day's work.

The following are holidays:

Sundays, New Year's Day, Admission Day,

Thanksgiving Day, Labor Day, Fourth of July, Christmas Day.

When another holiday falls on Sunday, the following Monday is to be reckoned a holiday.

Tickets of transportation are to be furnished the men.

This award takes effect as of the 6th day of September, 1906.

AWARD FOR CARMEN.

Our award in the case of the platform men for the period between September 6, 1906 and May 1, 1907, is as follows:

For the time within their first year of service, conductors, motormen and gripmen shall receive pay at the rate of 31 cents per hour, and for overtime 37 2/10 cents per hour.

For the time within their second year of service the same employees shall receive 32 cents per hour and for overtime 38 4/10 cents.

For the time within their third year or longer years of service the same employees shall receive 33 cents per hour and for overtime 39 6/10 cents per hour, overtime to be reckoned with the same allowance for leeway heretofore made.

As to hours we make no change in the existing arrangements based upon the ten-hour division. This award does not hold after the first day of May next and after that time the whole subject of hours and wages is left for adjustment to those concerned.

As to the other employees of the company belonging to the Amalgamated Association of Street and Electric Railway Employees of America (Division 205), the evidence is too indefinite to enable us to make the specific award in dollars and cents.

We have agreed that as there is no positive evidence that the members of the board, other than the carmen, have been compelled to work under conditions in any considerable degree more onerous since than before the fire, except the increased cost of living, they shall receive in addition to the wages they were to receive under the contract an addition of 15 per cent in all cases. For those who are employed and paid by the day or month, eight hours constitutes a day's work. While employed and paid by the hour they are to have only the 15 per cent advance.

This award takes effect and is in force as of the 6th day of September, 1906.

All sums due the men by the terms of these several awards shall be payable within sixty days of this date.

Father Yorke's Opinion.

Father Yorke commences his dissenting opinion by taking issue with the majority on the question of the relevancy of the Carmen's contract to the arbitration proceedings. He points out that the attorneys for the United Railroads had at the outset contended the contract between the corporation and the Carmen should rule the arbitration proceedings. Counsel for the men contended that the only question which the board had to consider were those of hours and wages, and that these questions should be examined without reference to the fact whether a contract had existed or not. At the second day's session, the board having taken the matter under advisement, decided in conformity with the contentions of the attorneys for the Carmen.

With respect to the decision of the majority in the case of the Electrical Workers, Father Yorke expresses approval except in one particular. The station operators have been working nine hours and the majority opinion states that it would be unsafe to reduce the time to eight hours by eliminating entirely what is termed the "overlap." Father Yorke is of the opinion that an eight-hour shift for these men is entirely practicable and should have been awarded.

In the cases of the Stationary Firemen and the Street Railway Construction Workers Father Yorke agrees with the decision.

He continues: "In the case the Street and Electric Railway Employees of America, Division No. 205, I agree with the decision of the board in so far as it concerns those members who are not motormen, gripmen or conductors. I do not agree with the statement that the evidence does not show that the work of the men has become more onerous.

"In the case of the platform men, that is to say, the men employed as motormen, gripmen and conductors, I dissent from the award and from the reasoning with which the award is supported."

CARMEN'S CONTRACT.

Here Father Yorke quotes from the majority opinion, which states that the case of the Carmen was complicated because of the contract between the men and the company. Commenting on this, Father Yorke says:

"In my judgment the case of the Carmen is no more complicated by the contract than is the case of the Electricians, the Stationary Firemen or the Construction Workmen. The four cases came before the board on precisely the same footing and under the same agreement. There is no satisfactory reason to my mind why one of them should be singled out for extraneous complications.

"As a matter of fact this question arose at the very first public meeting of the board. Counsel for the company claimed that the contract ruled the proceedings and that we should decide whether it had been violated or not. Counsel for the men strenuously repelled the idea that the contract had anything to do with the arbitration and if I recollect rightly stated that his clients would be foolish to go on with an arbitration complicated with such conditions.

"The board unanimously handed down a decision declaring that its powers were limited by the agreement of September 18, 1906, to the question of hours and wages. An inspection of that agreement shows no mention of the contract. The four unions go to the arbitration together and under the same conditions.

"Judging the case simply as a moralist it is clear to me that the contract was terminated by the events of April 18. It is the universal opinion of moral theologians and is indeed a dictate of common sense that 'the obligation of a contract should be taken according to the consent of the contracting parties reasonably understood so that such consent should not be extended to unforeseen circumstances which greatly change the object of the contract.' The object of a contract is that about which the contract is concerned, and the object of the contract between the United Railroads and the Carmen's Union was work at street railway transportation. The events of April 18 were certainly unforeseen circumstances. Those circumstances fell directly on the object of the contract, namely, labor at street railway transportation, and certainly subjected it to very great changes."

CHANGE OF WORK.

Father Yorke then discusses in detail the conditions created by the April calamity, contending that these conditions had resulted in material changes in the nature of the work the Carmen were called upon to perform. On this point he says:

"* * * It is the very work of the Carmen that has changed and lest the conditions of the streets, the disturbance of the population and the transmigration of the business district should not be sufficient to create new and unforeseen perturbations in the object of the contract, namely, the work of street transportation, the company chose at this time to add the only other disturbing element possible and turned its cable lines into electric lines, thus reducing the rolling stock practically one half. Hence, I believe that I am justified in saying that in the conditions of the streets the disturbance of the residence and business districts and the limitation of the rolling stock such unforeseen and substantial changes were introduced into the object of the contract, namely, the labor of the carmen, that the consent given to the contract of 1905 could not reasonably be extended to the conditions after April 18, 1906, and therefore, that the contract no longer entails any moral obligation in the tribunal of conscience."

EFFECT OF CALAMITY.

"That the Carmen by returning to work after the earthquake tacitly recognized that the contract remained in full force I am not convinced. The men returned to work the same as everybody else returned to work. They were not thinking of contracts and stipulations; they were thinking only of doing a man's part in the alleviation of the terrible conditions that surrounded them and in helping, as far as in them lay, the rehabilitation of the city. I cannot agree with the statement made in the decision, page 12, line 11, that 'until the formal complaint of August 18 was presented to the company its officers were justified in assuming that the Carmen, recognizing the serious disadvantages under which the street car business, in common with all other kinds of business, must be conducted during the period of reconstruction and rehabilitation of the lines and their equipment, were willing to go on under their agreement and accept the harder conditions of their employment as their share of a common calamity.'

"Such an interpretation of the Carmen's action seems to me untenable. Perhaps in normal conditions, where the performance of a contract had been momentarily interrupted, the resumption of its performance might be taken as a tacit renewal of the agreement. But the conditions after April 18, 1906, were not normal conditions, and the conditions are not yet normal. *Inter incoedit silent leges.* As I have already said, the serious disadvantages under which other business is conducted do not touch the substance of the business. It is no harder now to lay brick, to hammer nails, to sell gloves, than it was before the fire. But the serious disadvantages touch

the very substance of all intramural transportation, and more especially the transportation of street railway passengers. There is no parity whatsoever between the work of the Carmen and the work of the other trades. The carmen have borne and are still bearing the brunt of the catastrophe and far more than their share of the common calamity.

"Indeed, to my mind the most depressing feature of this whole affair was the callousness that the officers of the company manifested toward their employees until the formal complaint of August 18. These officials were quick to see and seize all the undoubted advantages for the company that the fire and earthquake put in their power. They obtained privileges for which they had always longed, and they spent money like water to make those privileges secure. But there was one strategic position that they despised or neglected—the hearts of their men. The company knew their loyalty, their sacrifice, their trials, and yet there was never a word of encouragement, never a ray of promise. When at last nature could stand no more and the men put in their bill of grievances the only comfort that the officials of the company could give the men was: 'Live horse and you'll get grass.'

CONTRACT NOT INVOLVED.

Commenting on the majority opinion with respect to the "moral obligation" the contract imposed on the men, Father Yorke says, in part:

"I will say now that had I considered that the contract imposed a moral obligation on the men or any obligation, I should not have wasted my time sitting on this board of arbitration. In the face of the plain declaration by the representatives of the company that they waived none of their rights, my sole duty would have been to exhort the men to render to Calhoun the things that are Calhoun's. Moreover, if the majority of the board had decided at the outset that the contract ruled the proceedings I should have considered it my duty to advise the men not to waste their money on arbitration proceedings, but to seek some other means to redress their grievances."

EIGHT-HOUR DAY.

Father Yorke then discusses the eight-hour question and the puerile reasoning of the majority on the subject. He says:

"I do not agree with the interpretation which the majority decision places upon the men's demands for a uniform eight-hour day and a flat rate of three dollars a day. It is only common sense that words should bear the meaning that the users of them intend when that meaning is otherwise clearly made manifest. The representatives of the Carmen made it evident during the hearing of the case that they were not asking for an absolute eight-hour day or an absolute wage of \$3. They were asking for time tables based upon the eight-hour day and they were asking for the opportunity to make the minimum wage of \$3 a day by eight hours' work. All this is clear from the testimony and the declaration of the presiding arbitrator (page 15). It is evident that counsel for the company so understood the demand.

"It is evident that the men admitted that there must be some leeway on both sides and therefore I can see no particular use in the board of arbitration's deciding at great length that there can be no absolute eight-hour day in street railroading under present conditions, when nobody claims there can. But there is a subject which was before the board to decide which by the terms of agreement the board was bound to decide and which the majority of the board has declined to decide. I mean the question of the eight hours."

Here he quotes from the majority decision, which says no practical object would be accomplished were the board, if it were competent to do so, to arrange time tables on an eight-hour basis, mainly because six months had elapsed since the men had returned to work, consequently but two months remain in which the eight-hour schedule would apply. The majority concludes by saying:

"Having fixed a just rate of compensation per hour, the matter of rearranging the time tables may be safely left to the company and the men."

Commenting on this, Father Yorke says:

"But the chief reason for the existence of this board of arbitration was that the principles on which the time tables should be arranged could not be safely left to the company and the men. The board of arbitration was not asked to arrange time tables. It was asked to declare that eight hours was a just workday for men engaged in the street car business. It merely evades the question when it says that the matter is of no practical importance because so much time has elapsed. It would be of great practical importance to the men if they received overtime; it would be of still greater practical importance if even

(Continued on Page 12.)

RESPONSIBILITY OF THE TRADE UNIONIST.

BY JOHN ROACH, GEN. SEC., AMALGAMATED LEATHER WORKERS.

Organized labor, by reason of its constantly increasing power and complexity, has assumed an importance that vividly reminds the wage worker that "eternal vigilance is the price of liberty." In its constituent parts there are so many defects that must be remedied before it can fully accomplish its mission that it is difficult at random to determine which should be given precedence; but I feel sure the average unionist will agree that the member who absents himself from the meetings and takes but little or no interest in its affairs is capable of much harm and greatly retards the progress of the movement.

The absent member falls an easy prey to the wiles of the hot-head and the demagogue and seems ever ready to lend his support to wild-cat schemes, conceived in ignorance and born of inexperience, that always threaten the stability and many times the existence of the union.

The absent member considers himself the smartest man in his local and he is sure to have at his finger ends any part of labor's history that treats of disaster and defeat. He can give you day and date for every mistake that was ever committed; he knows just where the worst routs occurred, the precise court that launched a death-dealing injunction, the names of the men who suffered imprisonment for failing to obey the legal writ, the exact sum in damages mulcted from trade unions at various times and he is sure to point out to you why the whole labor movement is doomed to destruction.

He feels convinced that most labor leaders are corrupt and if the policy of local officers or general officers of his union does not coincide with his views, he immediately advertises his brother union men as "grafters," and in the event of an election no chicanery is too despicable for him to resort to, to accomplish their defeat.

His morbid reasoning is never satisfied until with jealous eye he goes through the whole catalogue of unions and voices his condemnatory opinion of every man therein who in the past or the present has taken any active part in the work.

The absent member is, also, as well as a critic, a veritable Solomon; so profound, so wise, so far seeing is he; and if when he occasionally visits his local union, his views on union regulations are not adopted, he is overwhelmed with surprise and gives this sometimes as a reason for not taking more interest in his organization.

The absent member unfortunately does not confine his carpings to things generally, but applies them directly to the policy that tried leaders by experience have found to be correct. There is not a single thing done that suits him, every rule that is passed is wrong, every one defeated is right, every plan adopted faulty, and his prediction of swift and sudden disaster sufficient to alarm all except those who know the pessimist at his worst.

The absent member is never satisfied with the officers his union selects, and if it should chance he accidentally attended a meeting on election night and his name was proposed and defeated, his lugubrious prophecies are all the more nauseating.

He is not a pleasant or encouraging person for a non-union man to meet; there is nothing in his philosophy calculated to encourage a fellow workman to join a trade union; and he carries such a settled air of melancholia that it takes a courageous man to go into the same organization with him. If Providence in perfecting the grand scheme of creation left a niche for this kind of a union man, it has never been discovered, but until it is we must suffer patiently.

The inattention and neglect of the absentee has operated most forcibly to shatter the faith of the thoughtful union man in the initiative and the referendum, and in many instances he has made of this mighty lever of democracy a howling farce. Sometimes a handful of members alter or entirely change the policy of a local union, or a small percentage of an entire organization, impulsively and unwisely em-

bark on mad-cap innovations that spell ruin to years of patient effort, national in its scope.

The fire eater appealing to the passions and prejudices of men has his innings when but a small number transact affairs that affect the many, and his false pandering to envy and suspicion has in the past sown the seed of disintegration in the ranks of many labor union.

In a labor meeting it is much more attractive and popular for the ambitious spell-binder to inflame his hearers with a woeful recital of their wrongs, denounce the employer, and demand immediate redress of grievances, than it is to discuss calmly and rationally business measures calculated to so strengthen the organization that it may acquire the power to right wrongs long endured.

The preacher of conservatism who believes in careful, patient effort—an inch gained today, another next week or next year—is never a popular idol; while verbal pyrotechnics illuminate the horizon and seduce the clear reasoning of men who have their bread and butter, their homes and babies in the balance. The tide of humanity in its ceaseless ebb and flow has cast up many a wreck on the shores of time that was caused by the blind folly of the imprudent and impatient would-be reformers.

The hardest lessons we have to learn is that mere denunciation or the passage of a resolution will have no more power to correct economic abuses than a presidential proclamation would to temporarily suspend the law of gravitation.

The rapid transit reformer who burns with impatience to cut the Gordian knot of poverty and misery that binds the limbs of so many millions of earth's wage earners, is not an innovation; he has been with us from the beginning of time, and perhaps may be necessary if only that a contrast shall be made.

At the breaking out of the Civil War, many people in the northern States had a most erroneous idea of the combative strength of the South. It was quite generally believed that ninety days would settle the whole question, and that a campaign south would be a good deal of a lark. Thousands of ninety-day soldiers, who, as subsequent events proved, had only about thirty seconds courage, enlisted thirsting for a share of easily secured glory. A few skirmishes, and especially at the conclusion of the Bull Run fracas, the ninety day men were rudely awakened to the stern truth that they were in a grim struggle that would try men's souls. Those who enlisted for cheap glory and an easy time were as anxious to quit as they had been to begin, and led by the great heart of Lincoln, true patriotism inflexible in victory or defeat bore the brunt of the struggle that saved the Union.

The absentee of the local union has many of the characteristics of the "tin soldier." He has deceived himself as to the character of the struggle, he imagined he saw a nice, easy, pleasant way to distinguish himself in the eyes of his fellow men. But gradually as the magnitude of the struggle unfolds itself to him, as the intensity of the conflict becomes apparent, his heart palpitates, his knees grow weak, and his enthusiasm shrinks as a pin stuck toy balloon.

It is at this stage of his life that he becomes invested with the character of an absentee and sometimes he joins that cringing pack of moral jackals who snap on the ranks of the organized workers and deride every effort for amelioration that sober reflection has made.

But the great conflict between capital and labor continues on unabated and is neither lost nor won in one campaign; the conduct of the absentee in failing to shoulder his share of the responsibility of conducting the affairs of the union is harmful but not necessarily fatal; bitter experience has taught the union men that the leader who promises much and will hazard the whole fabric of his organization in a strike, has become a leader not by reason of his fidelity to labor, but because of the honor and emoluments that attend the place; and that his appeals to their sense of suffered wrongs was inspired by selfish and personal motives.

The leader born of experience and with all the dross burned away is he who will advise only after careful reflection, basing his opinion on his experience, and delivering it without regard as to the way it will sound to his constituents. It is men of his calibre that have made a united labor movement possible, that have brought the wrongs suffered by the working people to the attention of the public, that have permeated the press with the spirit of unrest, planted the germ of agitation in the soil, compelled legislatures to act, enlisted the sympathetic co-operation of the pulpit, and imbued the manual workers with a sense of confidence in their own efforts as well as in the justice of their cause.

True trade unionists are those who have learned that not only are they who have rights "who dare maintain them," but that patience and sacrifice are more essential than turbulence and brute force. Some light has been brought into the life of every worker, however sodden it may have been, and thinking men cannot contemplate with composure the possible destruction of the organized labor movement. If its progress or permanence depended on carping critics, absentees, stay-at-homes or the blundering policy of the nervous impatient, the path to economic betterment would not be blazed as plain as it is today. The trade unionist preaches a doctrine of cheerfulness and encouragement; if he points to starving women in hellish sweatshops, or fatigue-stricken babies in southern cotton mills, he also outlines a plan for the relief of the sufferers. The men and women in the labor movement are patient, courageous and willing to sacrifice, and they remember the beautiful words of the Battle Hymn:

In the beauty of the lilies, Christ was born across
the sea,
With a glory in his bosom that transfigures you and
me,
As He died to make men holy, let us die to make
men free.

THE BONNET AND THE LABEL.

What might almost be called an innovation in trades unionism was started in Chicago recently. We refer, says the Washington, D. C., *Trade Unionist*, to the formation of a union of the 3,000 milliners and milliners' helpers of that city.

There has been a disposition on the part of pert paragraphers and even some labor writers to make this movement the subject of merry quips and comments. But as a matter of fact it may well prove a more serious matter than many of us at present realize—except, possibly, the Parryites.

Miss Helen Mahon, an expert milliner, who first suggested the idea to Mrs. Palmer, made a statement in referring to the young union, which is interesting aside from the matter under consideration. She explained that the persons and their wages who assisted in the manufacture of a \$25 picture hat are the buyer, who gets \$3,000 a year; the designer, \$30 a week; the copyist, \$20 a week; maker, \$10 a week; preparer, \$6 a week, and saleswoman, \$12 a week.

"After the designer and buyer have got in their work," she continued, "the other persons named will turn out eight and fifteen hats at, say, \$25 each. That means at least \$250 a day to the shop from workers whose combined salaries are \$8 a day."

With such an organization as this in the field, affiliated with the Federation of Labor and branching out into other cities, the way of the unionist will be made easier in some directions. The International Typographical Union—to mention one instance—will find this auxiliary force especially effective in fighting the Butterick Publishing Company and other unfair concerns of that ilk. In fighting the sweatshop and the evil of child labor this fair reinforcement of organized labor will undoubtedly be of great assistance.

With heart-felt expressions of the sincerest gratitude we hail the advent of the bonnet with the label on it.

Make your purchases before 6 p. m., on week days except Saturdays.

ASSASSINS OF LABOR.

It will, perhaps, be said that the writer of this article does not understand the meaning of the word which forms its subject, or, if he does, he either purposely misapplies or is incorrect in its application. The accusation in either view cannot obtain, since the license of language permits the broadest possible application of the meaning of any and every word that has an interchangeable service, in conveying clear, intelligent, reasonable and rational thought, for that which is low and vulgar is narrowed to slang, while that which is high and ennobling and not moved to action by some base, mean, pernicious or injurious motive enjoys the privilege of this license far beyond a common use.

The purist tells us that kill is the indefinite but general term, and covers in the broadest manner the signification of the taking of life, whether that life is in the body animate or represents an existing thing. Upon it depend all associating synonyms or words that show the different forms employed in the taking.

To murder is to kill in anger or rage and with open violence and injustice; to slay, to kill in deadly combat, but to assassinate is to destroy, by means foul, unfair and cowardly, that which is of value and existence, and serves to place that value and existence, whatever they are, upon the highest and broadest plane of general good and usefulness.

I concede there is many an assassin that has become such from desire prompted by malice, hatred or design, or all combined, and that such a one surprises his victim and does his work of destruction under the shadow of dangerous silence. Another will brood over fancied wrong or injury. One possesses a mind that is strong and determined; the other becomes insane, at least hallucinated, with the idea that he is the instrument to annihilate whoever gives cause to create that malice, that hatred or that design, or perpetrates that wrong or injury. Both are cowards, but the latter is an irresponsible being to whom the considerate will extend that pity which looks upon such as among the poor unfortunates of humanity, knowing that the affliction is sure to develop in speech and action.

When, however, one or many utilizes, after careful thought, preparation and decision, every action or means possible or capable of destroying life or that which benefits mankind, does so in the shadow of deep, dark, damnable conception, and without offering or inviting challenge or permitting the counteracting force and effect of brave but bold yet fair and impartial methods, whether they be of thought or speech or action, is, I hold, an assassin in the literal and not in the metaphorical sense.

I do not think I am too sharp or specific in this description, nor that any one will deny that it is of a class that is stealthily stabbing the very vitals of organized labor, a class that admits its aims and purposes are to destroy those vitals, although it first seeks, as its mediums of attack and destruction, the power of oppression, courts, governments and money. Many an assassin of human life declares he has enemies among humanity and vows they shall not live. It is even so with the industrial foe only, yet, like the assassin of human life, he conceals his methods and his means of destruction till the hour of defense is within the darkness of the blackest impossibility for labor to protect itself.

I believe I am addressing calm, considerate and intelligent readers, men who study and weigh every thought they find in articles they read or hear expressed, and therefore they perceive mine is no attempt to present a false or fancied picture or character for them not to look upon and hold in view. Nor will it be said that I am partial and untruthful. I believe it will be found, when this article has been read to a finish, that the wealthy assassin is not the only would-be destroyer of the workingman's peace, prosperity and industrial existence, and that many a reader and laborer, skilled or unskilled, will agree with me that there are assassins of labor within labor's own ranks. Let it be understood, though, that I am embracing in this charge the whole field of labor, organized and not. Labor is, in itself,

a thing of life—of existence—and those who would destroy its eminence and usefulness assassinate that very existence, or, reducing the thought to a clearer, simple proposition, the laborer who does not uphold, by every fair and honorable method and means, every fair and honorable effort to elevate his trade or profession, be it skilled or unskilled, assassinates every man who is a fellow-workman in true and honest labor. Though it is his aim and purpose, an assassin, I know, does not always kill, but he is, nevertheless, dangerous at all times. Of such there are thousands, but few of them are insane, although the sad and shameful fact exists that those who are not insane are nearly all of a class which serves the power of money, knowing their course is only one of menial hire and does not place them in any position that will enable them to build a home of their own, provide them with the comforts of life or make them men among men.

It may probably be charged that, just here, I am presenting a representation of what the common slang of the day calls a "scab" and that I am drawing the line between him and what the really intelligent industrial world recognizes as the higher type of the wage earner, the true union man. Well, there are many men—they do not, however, number thousands—who, by desertion from and disloyalty to unionized labor, have placed themselves upon such a rack by encouraging and associating with the corrupted or those assassins who know not what dignified, honest, honorable labor is and what it means to them and their families, and who care not whether they live the life of the industrial slave, wear his tattered garments, or suffice with his scant food.

Frankly, it is in these senses that I employ in the plural the forceful word which forms the subject of my article, and I am bold enough to broaden its application and apply to every Arscacide, whether he live upon the mountain of indolence or in a luxurious castle of capital upon whose domain the mountaineer subsists. Frankly, too, it is not my purpose to assassinate the Arscacides, but I may and do hope to weaken their force and effect upon organized labor by presenting them in the light in which they are and appear to me. Contact does not always contaminate, yet he who is loyal to organized labor or, more specifically speaking, union labor, will ennoble himself and his cause not by the taking of human life, but by bravely, courageously and steadily exposing and opposing the methods and means employed by these assassins of labor.—R. B. Bruce in *Carpenter*.

OLD ENGLISH LAW ON LABOR UNIONS.

Modern union labor men may be interested in labor conditions in 1783, as set forth in an old law.

This old-time statute of England contained the following six clauses:

Any stone-cutter who joined a union was to be sent to jail for two months.

They must work from 6 o'clock in the morning until 8 at night.

Wages were not to be higher than 48 cents a day.

Each man was to be allowed 3 cents for breakfast.

Anyone who refused to work was to be imprisoned for not more than two months.

If any employer paid higher wages he was to be fined \$25, and the stone-cutters who took the increase were to be sent to jail for two months.

The Local Joint Executive Board of the Hotel and Restaurant Employes and Bartendes has elected the following officers: President, J. Vera; Vice-President, George Rowe; Secretary-Treasurer, P. L. Hoff. The board decided that henceforth the monthly working button should be worn by members of the affiliated unions only in houses where union help exclusively is employed.

The Toronto Type Foundry of Winnipeg, Can., which has been run as an open shop since September, 1905, has capitulated and is now run under strict union conditions. The firm has just closed an eight-hour agreement with the Typographical Union of that city.

The *Ladies' Home Journal* is an unfair publication.

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ARBITRATION FARCE ENDED.

(Continued from Page 9.)

for two months the eight-hour workday were introduced."

EIGHT-HOUR SCHEDULE FEASIBLE.

Regarding the practicability of eight-hour schedules, Father Yorke says, in part:

"The reasoning, leading to the idea that there is something in the nature of street railroading in San Francisco that makes for the ten-hour day, is in my opinion calculated to produce an impression not warranted by facts. * * *

He then takes up in detail statistics relating to the time worked on the various lines of the company, and contends that these statistics show that an eight-hour schedule is feasible. Continuing, he says:

"In my opinion the most convincing evidence that was produced in favor of the eight-hour time table was the readiness with which the union met the demands of the company and produced eight-hour time tables in which the same number of cars were operated for the same number of hours with the same headway, thus giving the public precisely the same service, without an additional cent of cost to the company. These tables were produced without any of the scientific helps in which the office of the company must abound. They were produced by Mr. Clapp unaided; they were produced in a hurry, and beyond a few clerical errors the skilled men of the company could not find a single flaw in them as regards practicability. It was admitted that they were workable; it was admitted that the demanded no more cars, no more expense. The only objection the company did find was that the tables would not be agreeable to the men. Of course, one must always respect the employer's solicitude for the welfare of his employees, but it seems to me that under the circumstances it would be well to recommend the company to do violence to its feelings and let the men have their own way, especially as they asked for it by a vote of 1097 to 14.

"As a matter of fact those time tables are not the tremendously unintelligible things that they look. * *

"* * * The testimony shows that in San Francisco at least, they have been put up and taken down so fast that the men had not time to pick their runs. The testimony also shows that in street railroading the hours of the platform men have within the last two or three decades been reduced to sixteen hours, to twelve, to eleven, to ten, and immediately after the fire they were eight. Where now are the sixteen-hour time tables and the rest? They are gone, like the snows of last year, and why should the ten-hour claim immortality?

"The fact that time tables are perfectible and are being continually perfected is a sufficient answer to the argument made in the majority report against the eight-hour day. * * *

"It is not exactly in accordance with the usages of language to say that there would be 'a much greater number of extremely short runs' under the eight-hour table. It is true that the company produced eight-hour tables of its own under which there were a 'much greater number of extremely short runs,' but it came out in the evidence that those tables were made up under preposterous conditions, and the suspicion could not be absent that they were intended as a *reductio ad absurdum*. But in the time tables produced by the men, out of 196 runs covered the total number of trippers or short-run men was only 11 in excess of those already in existence. Taking all the old time tables the total number of short-run men would not exceed 88 and under the new conditions of the city and the progressive improvement of the time tables, it is certain that they could be pulled down to a considerably less number.

"But even if it were true that the eight-hour time tables could not be operated without a larger number of short runs, the absolute number would in no case go above 200. It seems to me that it would be an extraordinary principle to put into force that the tail should wag the dog and that the working rules for 2000 should be controlled by the real or fancied necessities of 200."

EIGHT-HOURS ENOUGH.

In commenting on the statement that the establishment of the eight-hour schedule would result in creating an extremely large number of short runs, and that the new men, who would be given these runs could not make living wages, Father Yorke points out that the objections raised is really founded on the apprentice system of the United Railroads. He says:

"The question is not solicitude about a living wage for the short-time men, but it concerns the apprentice system of the United Railroads. That system is devised for the purpose of filling up the ranks of the company's employees at the least possible cost to the company. It pays the men on its waiting list just what they earn, whether it be two bits or two dollars. During time of waiting the men or ap-

prentices must support themselves at their own charges. The apprentices to the electric trades get their \$2.50 a day from the moment that they enter the employ of the company and that \$2.50 represents the living wage. They don't have to support themselves at their own charges while waiting for a journeyman's employment. But the apprentice Carmen must do so. They must take the crumbs that drop from their master's table and be thankful. * * *

"* * * The contention of the majority is that the Carmen must not be allowed the eight-hour day because under it the apprentices could not make a living wage. Therefore, the apprentices would not stay with the company. The company could not maintain a reserve force or waiting list. If the company wants apprentices let it do what it does when it wants electrical apprentices or water tenders or laborers. Let it pay a living wage. Neither in law nor morals are the men bound to maintain a training school for the benefit of the United Railroads."

Father Yorke then discussed the contention of the majority that Carmen, where they have the chance to do so, invariably select long runs. He severely criticizes this conclusion, insisting that the majority was not justified in applying it to the whole body of Carmen. He contends that eight hours a day are enough for any reasonable man to work under ordinary circumstances; and that men having in their hands responsibility of so many human lives should not be permitted to work more than eight hours.

CONDITIONS UNDER WHICH MEN WORK.

The next subject dealt with is the condition of the rolling stock and roadbed, and the generally crowded condition of the cars. He says:

"* * * What need of testimony is there for any one who has been compelled to ride in the cars? To be a mere passenger is positive torture; but what must it be to stand at the controller with the responsibility of that mixed jumble of humanity upon your mind, or to be a conductor and have the very clothes torn off your back as you push and squeeze and fight your way through sweltering mass to collect fares? To condemn men to ten hours of this work is to my mind downright cruelty, which no opinions of officials about time tables can excuse, and no plea of inconvenience to the company can justify."

COMPANY'S RESPONSIBILITY.

Criticizing the contention that the company was not responsible for the conditions existing after the fire, he says:

"But as a matter of fact, the statement that the company did not impose the new conditions that have caused this controversy is verifiable only in part. The main source of the long continuation of the disagreeable circumstances which surround the carmen's work is the shortage of cars. When I come to consider the question of wages I will show that this shortage of cars was freely and deliberately caused by the company and that therefore in this respect, at least, it imposed unsupportable and grievous burdens upon the backs of its men. Now, when the effort will not cost a nickel, it refuses to stretch forth its little finger to alleviate them."

SHORT WORKDAY HERE TO STAY.

Summing up the eight-hour question, Father Yorke says:

"To conclude this question of the eight-hour day, I must dissent from the action of the board in shelving it. The universal eight-hour day is coming as surely as the day follows night. The demand for an eight-hour day, in the working world is like the demand for representative government or manhood suffrage in the political world. It may be refused for a time; it cannot be permanently denied.

"The eight-hour day is already here and it is here to stay. Half the workers in San Francisco have the eight-hour day already; the rest have the nine-hour day. Outside of the carmen those who work ten hours are few and far between. Just as it was impossible to have a United States that was half slave and half free, so it is impossible to have an economic community that is half eight-hours and half more. The carmen will not rest content, and should not rest content, until their conditions of work are as good as those of their fellows. It seems to me that it would be the part of wisdom to end the slow agony of long hours and give the men what they are entitled to, the eight hours that the demand."

THE WAGE QUESTION.

Discussing the majority decision on the question of wages, Father Yorke says, in part:

"The carmen have asked for a minimum rate of \$3 a day of 37½ cents an hour, instead of the graduated scale of 25 cents an hour for the first-year men, 26¼ cents for the second year-men and 27½ cents for the third-year men. The majority of the board grants an increase of 6 cents an hour to the first-year men, or 31 cents; an increase of 5¼ cents to the second-year men, or 32 cents, and an increase of 5½ cents to the third-year men, or 33 cents an hour. In other words, the first-year men get an increase of 24 per

cent, the second-year men get an increase of not quite 22 per cent and the third-year men of an increase of 20 per cent.

I cannot agree with that award.

"During the hearing of the case the question of the graduated scale came up for discussion once or twice. The carmen made clear their position. They were looking for a minimum wage and if the company wished to graduate the men above the minimum, that was the company's affair. It is not necessary here to enter on an examination of the reasons for or against such a device. Suffice it to say that the employers generally prefer it, as it gives them a also a means to punish those who may be inclined to neglect. The principle of the graduated scale is that the longer an employee is in service the more wages he gets.

"The decision of the majority of the board of arbitration retains the appearance of the graduated means to punish those who may be inclined to ne-scale, while entirely violating its spirit. It is in effect the graduated scale topsy turvy. It puts down old men and lifts up the new. It gives an increase of 24 per cent to the men who have just entered the service; it sends the men who have labored long and faithfully away empty with only 20 per cent. There is, it is true, Biblical authority for giving those who worked only one hour as much wages as those who bore the burden of the day and the heats, but I must confess that I can't find in the Bible or out of it any authority for giving more to those who have not worked at all. * * *

"* * * Under the award, handy men, that is to say common laborers of a certain limited experience get 34½ cents an hour; the three-year platform men get only 33 cents. In other words, a man but slightly removed from the conditions of a common unskilled laborer can make in an eight-hour day \$2.75; a platform man who has been twenty years with the United Railroads, who has the responsibility of the lives of passengers and accountability for the company's money, can only make \$2.64. I cannot conceive by what process of reasoning such an award is made and I consider myself highly justified in dissenting most strenuously from it."

"* * * But it does not require any testimony to show that to give a motorman or a conductor less wages than a common laborer cannot be defended. Counsel for the company has striven to show that the occupation of a platform man is very low in the scale of labor. Even if we grant everything that he alleges, he certainly does not claim, and no man of common sense will admit, that a conductor or a motorman is in the lowest class of labor. The motorman is practically an engineer; he controls a great and complicated piece of mechanism; it may be that it is easy to learn how to do it, but everything is easy when it is learned. The engineer in charge of a locomotive performs his work after a time mainly by instinct or habit, even as the seasoned captain of an ocean liner directs his ship."

"* * * But it does not require any testimony to renders it impossible for me to regard as a fair wage the amounts awarded by the majority of the board of arbitration is the unanimous action of the board of arbitration itself. In this decision there are two weights and two measures, one for the first three cases and one for the platform men. In the first case the armature winders get an increase of 43 per cent on their wages before the strike, the station shopmen 45 per cent, the operators from 43 per cent to 52 per cent, and the whole class an average of 46.41 per cent. The common laborers get an increase of 50 per cent on their wages before the strike, the handy men get an increase of 52 per cent and the pavers an increase of 75 per cent, making in all for the average percentage of increase of the construction workers' wages 61.35 per cent.

"The water tenders receive an increase of 50 per cent and the wipers an increase of 56¼ per cent, making an average of 53½ per cent.

"The total average of increase, therefore, for all the classes comprehended under the first three cases is 53.7 per cent, while the average for the carmen is but 22 per cent. On the face of it, and considering only the fact that the four cases come before the same board under the same agreement to arbitrate, dealing with the same city and the same period of time, it would seem improbable that the rates of award should be separated by such an enormous difference."

MAJORITY'S APOLOGY FOR COMPROMISING.

Father Yorke refers as follows to the section of the majority report commending the company:

"On pages 16, 17, 18, and 19, the majority report considers in great detail the action of the company in changing its cable lines into electric lines and gives the company a certificate of good character in that regard. I must say that I never thought that it was within the province of the board of arbitration to consider the right or the wrong of the company's action after the fire. I must, therefore, not only dissent from the conclusion arrived at, but I must also solemnly protest against the action of the majority of the board in using the argument in

a decision as an apology for the actions of a corporation which have aroused serious differences of opinion in the community and are not yet out of the pale of controversy. * * *

CHANGE TO TROLLEY LINES.

Father Yorke handles without gloves the company's statements in relation to the destruction of powerhouses and the consequent transformation of the cable lines to trolley lines. He contends that the withdrawal of half the rolling stock from service because it was not adopted to the trolley system was unnecessary, as rehabilitation of the cable lines was entirely practicable, especially the Market street system. The action of the company that resulted in insufficient rolling stock, he contends, was purely voluntary.

OAKLAND SCHEDULE.

Major McLaughlin made the statement that the award gives the Carmen the highest wages paid for similar work anywhere, and made especial reference to the new Oakland schedule. Father Yorke disputes this statement, and gives figures showing that within like periods Oakland Carmen would earn 5 per cent more than San Francisco men would under the award made by the majority.

CONCLUSION.

Father Yorke concludes his opinion as follows: "It has given me no pleasure to write this dissenting opinion. I should have much preferred to have come to some agreement on the platform men with my distinguished colleagues as we did in the other cases.

"To Chief Justice Beatty and Major McLaughlin I tender my sincere thanks for their unfailing kindness and courtesy. It is with real sorrow that I differ from gentlemen whose opinions I so much respect, but every man must bear his own burden and stand or fall to his own master. I have no prejudices against corporations or in favor of municipal ownership. My policy would be to treat such bodies with large generosity, but to expect large generosity in return. Noblesse oblige. The old order is rapidly changing, and it behooves the directors of such corporations to read the signs of the times. The day is past when the relations between employer and employed can be regulated solely by bargain. There are other and higher elements and nature will not be denied. I had hoped that our labors would give this sorely tried city a guarantee of that industrial peace she needs so much. I regret that my hopes are not realized. I cannot convince myself that the advance given the platform men meets the requirements of justice, and where there is not justice there cannot be peace. I can do no more than bear my testimony. *Liberavi animam meam.* I have delivered my soul."

HOUSE CLEANING DAY.

The Unions of San Francisco have generally approved of the "House-Cleaning Day" project and formally pledged their co-operation to the promoters of this worthy movement. The Street Repair Association has designated next Sunday as the day on which the house-cleaning shall take place, and the weather favoring, it is certain that the city's streets will then receive a scrubbing that will redound to the comfort of every one, and will give the municipal authorities an opportunity to make badly needed repairs.

Some unknown individuals have distributed handbills advising workmen to refrain from participating in the "house-cleaning" movement, and this fact has somewhat disturbed the men who have been devoting time and energy to the project. It is extremely improbable that this anonymous advice will retard in the slightest degree the work contemplated. The union men have indorsed the plan, and its success is assured.

LABOR MEASURES PASSED.

The following bills affecting labor have been passed by both houses of the Legislature and are now before the Governor:

Assembly Bill No. 513—Hours of Labor for Children.

Assembly Bill No. 30—Minimum Wages on Public Works, \$3 per day.

Senate Bill No. 169—Extending the Hours for Voting on Election Day.

Senate Bill No. 736—Employer's Liability Bill, general bill.

Senate Bill No. 491—Eight hours for Carmen.

Senate Bill No. 549—Regulating Hours for Drug Clerks.

INSINUATION AND INNUENDO.

Insinuation and innuendo, two co-ordinate evils, which have existed in all stages and in all walks of life, and in all forms of organization, have done more to retard the world's progress to a higher social and industrial plane and a better civilization than almost any other agency, employed or in operation. The fellow who insinuates but does not make an honest charge is not only dishonest himself, but a coward at heart, with a perverted mind as well. He who always thinks evil of others is naturally evil inclined by disposition. The church, political parties, fraternal, social, and sometimes labor organizations are rent asunder by the miserable pervert who insinuates a wrong upon the part of another.

This leads to discord, bad blood and finally dissension and disruption. This kind of work exists to a greater extent, and does more damage in other associations than it now does in the labor movement, where it still exists to a limited extent, and is practiced by the moral degenerate. Happily, the unionists have grown accustomed to these people, and their influence is partly destroyed. The average union man has arrived to the stage where he says: "Show me." However, good men are often driven out of the meetings of the unions or remain silent simply because they are so constituted by nature that they cannot or will not stand slanderous abuse. Good officers often remain in the background for the same reason, and, it is for these that we speak. The labor movement needs all the assistance it can get from the best minds, and above all, needs honest men as officers.

The honest man need have no fear of and is not afraid of the honest man who makes an honest, straightforward charge, but no man is safe from the contemptible insinuations of the back biting character assassin. No honest man will make a charge without he knows what he is talking about. The moral pervert is always making insinuations, and usually without any foundation upon which to ground them.—*Cigar Makers' Journal.*

The Guthrie (Okla.) constitutional convention has adopted a plank creating an eight-hour provision for men actually engaged in Oklahoma mines, the specification "underground workers," being made to distinguish that class of laborers from others connected with the mines. Another plank provides for a state mining inspector, whose term of office is to be four years.

The mail carriers of Butte, Mont., will quit work in a body, March 1, advices having been received from Washington to the effect that the salaries asked by the carriers it is impossible to concede, and that their resignations are accepted. The salaries for carriers in Butte range from \$600 to \$900, the latter figure being the maximum, obtainable only after a number of years of service.

Wage advances that will directly affect 21,000 men, and mean the disbursement annually in the Connellsville (Pa.) region of nearly \$1,500,000 more than on previous payrolls, was recently announced by the H. C. Frick Coke Company. The new scale becomes effective on March 1.

The superiority of the day-labor system is once more proved by the fact that a direct saving of £72,079 has been effected in the building of 222 miles of railways in Queensland. This is apart from arbitration claims and other "extras" that usually result from the contract system.

As a result of the prolonged strike by the men employed in the largest factories at Lodz, Russia, not less than 25,000 families are in dire straits. Many are using furniture for fuel and food is scarce.

Janitors on the East Side of New York City have united to apply to the Legislature for the enactment of a law that will compel persons who desire to become janitors to apply for a license.

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Any one having any of the following issues of the LABOR CLARION will confer a favor by notifying the Manager:

Vol. II.—Nos. 1, 24 and 36.

Vol. V.—Nos. 4 and 5.

The papers are wanted to complete the files.

DIRECTORY OF LABOR UNIONS.

Labor Council—Meets every Friday at 8 p. m., at 316 Fourteenth street. Secretary's office and headquarters, San Francisco Labor Temple, 316 Fourteenth street. Executive and Arbitration Committee meets at headquarters every Monday at 7:30 p. m. Organizing Committee meets at headquarters on first and third Thursdays at 8 p. m. Label Committee meets at headquarters on first and third Saturdays, at 8 p. m. Law and Legislative Committee meets Wednesday evening at 8 o'clock, at headquarters. Headquarters' telephone, Market 2853.

Alaska Salmon Packers—Ramon Villanera, Secy.; headquarters, 1131 O'Farrell.

Bakers, No. 24—Meet at headquarters, 1st and 3d Saturdays, 1791 Mission.

Bakery Wagon Drivers—Meet 2d and 4th Sundays, Labor Council Hall, 316 14th.

Bakers (Pie)—Meet 1st and 3d Wednesdays, Mission Turner Hall, 18th and Valencia.

Barbers—Meet Mondays, Labor Council Hall, 316 14th; headquarters, 2211 Bush.

Barber Shop Porters and Bath House Employees—H. A. Harby, Suro Baths.

Bartenders, No. 41—Headquarters, 990 McAllister; P. L. Hoff, Secy.

Blacksmiths (Ship and Machine), No. 168—Meet 1st and 3d Thursdays, 2089 15th.

Blacksmiths' Helpers—Meet 1st and 3d Wednesdays, Labor Council Hall, 316 14th.

Bookbinders, No. 31—Meet 1st and 3d Fridays, Labor Council Hall, 316 14th.

Boot and Shoe Workers, No. 216—D. Tierney, 612 Elizabeth.

Boot and Shoe Repairers—Geo. Gallagher, Secy., 502 Hickory ave.

Boot and Shoe Cutters—Meet 1st and 3d Fridays, 8:30 p. m., Moseback's Hall.

Bootblacks—1st and 4th Sundays, Broadway and Kearny.

Brewery Workmen, No. 7—Meet 2d and 4th Saturdays at headquarters, 260 Noe.

Beer Drivers, No. 227—Headquarters, 260 Noe; meet 2d and 4th Thursdays.

Beer Bottlers, No. 293—Headquarters, 260 Noe; meet 1st and 3d Tuesdays at headquarters.

Broom Makers—Meet 1st and 3d Mondays, 2520 Howard street.

Box Makers and Sawyers, 2d and 4th Thursdays, Bent's Hall, 22d and Folsom.

Butchers—Wednesdays, Labor Council Hall, 316 14th.

Boat Builders—1st and 3d Wednesdays, 1408 Golden Gate ave.

Bottle Caners—Meet 3d Tuesdays, Labor Council Hall.

Carriage and Wagon Workers—1st and 3d Wednesdays, Labor Council Hall, 316 14th.

Cigar Makers—Headquarters, 316 14th; meet 1st and 3d Thursdays, Labor Council Hall, 316 14th.

Cloth Hat and Cap Makers, No. 9—J. Blum, Secy., Post Office Station No. 2, Mission Road.

Cemetery Employees—1st and 3d Wednesdays, Wolf's Hall, Ocean View.

Coopers (Machine)—Meets 2d and 4th Thursdays, Labor Council Hall, 316 14th.

Coopers, No. 65—Meet 2d and 4th Thursdays, Labor Council Hall, 316 14th.

Cooks, No. 44—Meet Thursdays, 8 p. m., headquarters, 1834 Ellis.

Cloak Makers—Headquarters, 402 Locust; meet Tuesday, 1411 Geary.

Drug Clerks, No. 472—Meet Fridays at 4 p. m., at headquarters, 1422 Steiner.

Electrical Workers, No. 151—Headquarters and meeting hall, 218 Guerrero, Sheet Metal Workers' Hall; meet Tuesdays.

Freight Handlers—Meet 1st and 3d Wednesdays, 14th and Church; Headquarters, 6 Bluxome.

Foundry Employees—Meet 2d Sunday, 1133 Mission.

Garment Workers, No. 131—Headquarters, 6 Waller; meet 1st and 3d Thursdays, Labor Council Hall, 316 14th.

Gas Workers—Meet 2d and 4th Thursdays, Labor Council Hall, 316 14th.

Glass Bottle Blowers—Meet 2d and 4th Saturdays, Labor Temple, 316 14th st.

Glove Workers—Meet 2d and 4th Fridays, Labor Council Hall, 316 14th.

Hackmen—Meet Saturdays, McNamara Hall, 14th bet. Church and Sanchez.

Hotel, Restaurant, Bar Miscellaneous—Headquarters, 1111 Laguna; H. Huber, Secy.

Hatters—C. Davis, Secy., 1458 Market.

Ice Wagon Drivers—Meet 2d and 4th Saturdays.

Janitors—Meet 1st Sunday, 3d Monday, Labor Council Hall, 316 14th.

Jewelry Workers—Meet 2d and 4th Fridays, Labor Council Hall, 316 14th.

Journeyman Horseshoers—Meet 2d, 3d and 4th Thursdays, Labor Council, 316 14th.

Ladies' Tailors—Meet 2d and 4th Wednesdays, Labor Temple, 316 14th st.

Laundry Wagon Drivers—E. T. O'Day, Secy., 577 Duboce ave.

Leather Workers on Horse Goods—18A Diamond; meet Thursdays at headquarters.

Machinists, No. 68—Headquarters, Eagles' Hall, 1735 Market; meet Wednesdays.

Machinists' Auxiliary, Golden West Lodge, No. 1—L. R. Hooper, Secy., 251 Arkansas.

Machine Hands—Meet 1st and 3d Thursdays, Labor Council Hall, 316 14th.

Marine Cooks and Stewards—46 East.

Molders, No. 164—Meet Tuesdays, Labor Council Hall, 316 14th; headquarters, 316 14th.

Metal Polishers—Meet 2d and 4th Tuesdays, 20th and Folsom.

Milkers—Meet 1st and 3d Tuesdays at headquarters, Helvetia Hall, 3964 Mission.

Milk Wagon Drivers—W. E. Decker, Secy., 417 Haight.

Musicians—Headquarters, 68 Haight.

Newspaper Malters—F. Barbrack, Secy., 1538 Felton St., South Berkeley.

Pavers, No. 18—Meet 1st Mondays, Labor Council Hall, 316 14th.

Post Office Clerks—2d and 4th Sundays, Polito Hall, 16th bet. Dolores and Guerrero.

Pile Drivers, Bridge and Structural Iron Workers—Headquarters, Mission Street Bulkhead; meet Thursdays, Firemen's Hall, Stuart Street.

Picture Frame Workers—Meet 2d and 4th Tuesdays, Labor Council Hall, 316 14th.

Photo-Engravers, No. 8—Meet 1st Sunday, 12 m., Labor Temple, 316 14th st.

Piano, Organ and Musical Instrument Workers, No. 12, 1st and 3d Fridays, Labor Council Hall.

Printing Pressmen, No. 24—Meet 2d Mondays, Labor Council Hall, 316 14th; George L. Berry, Business Agent, 306 14th.

Pattern Makers—Meet 1st and 3d Saturdays, 22d and Folsom.

Press Feeders and Assistants—Meet 2d and 4th Wednesdays, Labor Council Hall, 316 14th; headquarters, 308 14th.

Rammermen—1st Tuesday, Labor Temple, 316 14th.

Retail Clerks, No. 432—Meets Tuesdays, 8 p. m., at headquarters, 1422 Steiner.

Retail Shoe Clerks, No. 410—Meet Mondays, 8 p. m., headquarters, 1422 Steiner.

Retail Delivery Drivers—Meet at headquarters, 2d and 4th Thursdays, 417 Haight.

Stationary Firemen—Meet Tuesdays, Labor Council Hall, 316 14th.

Steam Fitters and Helpers—Meet 1st and 3d Wednesdays, Labor Council Hall, 316 14th.

Steam Laundry Workers—Meet 1st and 3d Mondays, Labor Council Hall, 316 14th; headquarters, 316 14th.

Street Railway Employees, Division No. 205—Meet Tuesdays, Labor Council Hall, 316 14th; headquarters, 316 14th.

Street Railway Construction Workers—Meet every Thursday, 1133 Mission.

Sailors' Union of the Pacific—Meet Mondays, 44 East.

Stereotypers and Electrotypers—Meet 3d Sunday, 2 p. m., Labor Temple, 316 14th.

Ship Drillers—Meet 2d and 4th Fridays, 22d and Folsom.

Ship Joiners—Meet 2d and 4th Sundays, 14 Folsom; headquarters, 10 Folsom.

Ship Scalpers—H. Woodville, Secy., 209 6th ave., corner California; meets Mondays, 1 Vallejo.

Sail Makers—Meet 1st Thursdays, Labor Council Hall, 316 14th.

Soda and Mineral Water Bottlers—Meet 1st Friday, Labor Council Hall, 316 14th.

Soda and Mineral Water Drivers—R. E. Franklin, 649 Castro.

Sugar Workers—Meet Potrero Opera House, 18th and Tennessee.

Soap, Soda and Candle Workers—Meet 2d and 4th Wednesdays, Labor Council Hall, 316 14th.

Stable Employees—Meet 2d and 4th Wednesdays, Church and Market, Union Hall.

Tanners—Meet Wednesdays, 24th and Potrero ave.

Tailors (Journeyman), No. 2—Meet Mondays, Labor Council Hall, 316 14th.

Teamsters—Headquarters, 523 5th; meet Mondays, 1133 Mission.

Theatrical Stage Employees—Meet 1st and 3d Tuesdays, 11 a. m., Labor Council Hall, 316 14th.

Typographical, No. 21—Headquarters, 308 14th, H. L. White, Secy.; meet last Sunday of month, 316 14th.

Upholsterers—J. H. Peacock, Secy.; headquarters, 640 Olive ave.

Undertakers—Meet 1st and 3d Tuesdays, 2666 Mission.

Waiters, No. 30—Headquarters, Scott and Eddy; meet Wednesdays, 3 p. m., at headquarters, 1195 Scott.

Waitresses, No. 48—Meet Mondays, 2 p. m., at headquarters, 509 Golden Gate ave., Rooms 40-42.

Web Pressmen—4th Mondays, Labor Temple, 316 14th st.

Water Workers, No. 12,306—Meet 1st and 3d Wednesdays at 335 Noe st.

The irrepressible May Irwin tells of a little New Yorker who had a bath so seldom and wore such dirty clothes that it was more than the children and teacher could stand. So she was sent home to be made more bearable but returned as dirty as ever, accompanied by a sister who inquired what she was sent home for. The teacher explained. Then the sister burst out: "Well, say, me mudder says does our Rosie come here to git smilt or to git learnt?"—Ex.

James C. Dahlman, the Mayor of Omaha, was talking about bores. "I used to be pestered to death with a bore," he said. "My doorkeeper was a good natured, obliging chap and he could never find it in his heart to turn the bore away. Just as sure I was in, the bore was certain to be admitted. One day, after an hour's martyrdom at the man's hands, I determined to end that persecution. So I called my doorkeeper and said to him mysteriously: 'Jim, do you know what keeps Smith coming here so regularly?' 'No, sir,' said Jim. 'I can't say as I do.' 'Well, Jim,' said I, 'I don't mind telling you in confidence that he's after your job.' From that day, Mayor Dahlman concluded, I saw no more of the bore."—Ex.

The late Ambrose L. Thomas of Chicago once told a story, about two doctors. "To illustrate my point," he said, apropos of an advertising error, "I'll tell you about my friend Bones. Bones was taken ill, and, his family physician being out of town, a specialist was called in. But the family physician unexpectedly returned, and he and the specialists entered Bones' chamber together. They found the man in a high fever and partially unconscious. Each put his hand under the bed clothes to feel Bones' pulse, and each accidentally got hold of the other's hand. 'He has typhoid,' said the first physician. 'Nothing of the kind,' said the other. 'He's only drunk.'"—Ex.

Don't buy McClure's or Saturday Evening Post.

Robert H. Frost

Lewis D. Wallenstein

Wallenstein & Frost

Van Ness and Golden Gate Aves.

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We have UNION MADE
Suits, Overcoats, Pants
and Hats

The Union Label stands for Honest Labor and
OUR PRICES SELL

STRICTLY UNION

Enterprise Brewing Co.

2015-25 FOLSOM STREET

Employs Only Union Men in All Its Departments

BREWERS OF

ORIGINAL EXTRA PALE BOHEMIAN,
CULMBACHER, PILSENER,
STEAM AND PORTER

For Sale in all Leading Groceries and Saloons

WHAT MADE ME FAMOUS

My \$25 SUITS

TO YOUR MEASUREMENT

NATE LEVY

Note I use the label.



(Formerly of Arm-
strong & Levy.)
UNION TAILOR

1020: FILLMORE ST., Near Golden Gate Ave.

This is the Label of the
Journeyman Tailors' Union
OF AMERICA

used on Custom-Made Clothing



The following named custom tailoring firms are
entitled to use the Union Label of Journeyman
Tailors' Union of America:

Kelleher & Browne, 16 Octavia St.
Abe Jacobs, 4036 Eighteenth St.
H. Levy, 1790 Sutter, cor. Buchanan.
Bert Armstrong, 941 Fillmore St.
Nate Levy, 1020 Fillmore St.
Rosenblum & Abraham, 1050 Golden Gate Ave.
L. J. Borck, 421 Haight St.
O'Connor & Cussen, 132 Van Ness Ave.
L. Lubin, 2425 Mission St.
H. Cohen, 828 1/2 Devisadero St.
Gilligan & Harlow, 530-532 McAllister St.
Harth, Dixon & McCrystle, Inc., 445 Van Ness Ave.
McDonald & Collett, 18th and Mission Sts.
T. P. O'Doud, 186 Church St.
H. LeBaron Smith, 756 Golden Gate Ave.
M. Baum, 935 Valencia St.
Charles Lyons, 1432 Fillmore St., and 731 Van
Ness Ave.

LIST OF UNION OFFICES.



ALLIED PRINTING TRADES COUNCIL.

- (2) Abbott, F. H., 605 San Pablo Ave., Oakland.
 (116) Althof & Bahls, 719 Market.
 (37) Altwater Printing Co., 2565 Mission.
 (52) American Printing Co., 355 McAllister.
 (79) Arrow Printing Co., 2325 California.
 (1) Art Printery, The, 1208 Golden Gate Ave.
 (7) Barry, Jas. H. Co., 212 Leavenworth.
 (16) Bartow, J. S., 906 Harrison.
 (82) Baumann-Strong Co., 110 Church.
 (73) Belcher & Phillips, 1617 Mission.
 (14) Benham, Fisk & Syster, 684 San Jose Ave.
 (6) Benson, Charles W., 425 Berry.
 (139) Bien, San Francisco (Danish-Norwegian), 643 Stevenson.
 (89) Boehme & Meccready, 513 1/2 Octavia.
 (106) Bohannon, W. G. Co., 3077-3081 Twenty-first.
 (99) Bolte & Braden, Oak and Franklin.
 (104) Britton & Rey, 215 Bay.
 (93) Brown & Power, 418 Sansome.
 (3) Brunt, W. N. Co., 391 Jessie.
 (4) Buckley & Curtin, 38 Mint Ave.
 (8) Bulletin, The, Lombard and Sansome.
 (10) Calkins Newspaper Syndicate, 24 Clay.
 (38) California Printing Co., 2054 Market.
 (11) Call, The, Third and Market.
 (71) Canessa Printing Co., 535 Washington.
 (95) Clements Printing Co., 806 Laguna.
 (146) Collett Bros., 1902 Sutter.
 (39) Collins, C. J., 3358 Twenty-second.
 (97) Commercial Art Co., Brady and West Mission.
 (147) Construction News, 641 Stevenson.
 (9) Cooper, F. J. Adv. Agcy, Brady & W. Mission.
 (40) Chronicle, The, Market and Kearny.
 (41) Coast Seamen's Journal, 44-46 East.
 (126) Crackbon & Tonkin, 22 Leavenworth.
 (142) Crocker, H. S. Co., 517 Market.
 (25) Daily News, Ninth, near Folsom.
 (80) Davis, Nolan Co., Market at Franklin.
 (77) Davis Printing Co., 1076 Howard.
 (12) Dettner-Travers Press, Forty-ninth and Shafter, near Telegraph, Oakland.
 (46) Eastman & Co., 2792 Pine.
 (54) Elite Printing Co., 3257 Twenty-fourth.
 (62) Eureka Press, Inc., 304 Polk.
 (42) Examiner, The, Folsom and Spear.
 (101) Francis-Valentine Co., 234 Thirteenth.
 (78) Gabriel-Meyerfeld Co., 2366 Market.
 (121) German Demokrat, 643 Stevenson.
 (56) Gilmarin & Co., Folsom, near Eighth.
 (17) Golden State Printing Co., 1342 Sutter.
 (140) Goldwin, Thos. S., 1612 Guerrero.
 (15) Greater San Francisco Ptg Co., 14 Leavenworth.
 (122) Guedet, L. F., 131 Falcon Ave.
 (127) Halle & Scott, 1225 Eighteenth Ave., Sunset.
 (36) Hanak Hargens Co., 426 Fulton.
 (20) Hancock Bros., 567 Williams, Oakland.
 (69) Hastings Printing Co., 350 Fell.
 (150) Helvetia Printing Co., 1964 Post.
 (19) Hicks-Judd Co., 270-284 Valencia.
 (47) Hughes, E. C. Co., 725 Folsom.
 (90) Hayden Printing Co., 1130 Mission.
 (66) Jalumstein Printing Co., 1326 Eddy.
 (98) Janssen Printing Co., 1646 Howard.
 (124) Johnson & Twilley, 1272 Folsom.
 (137) Knowles, Edward Co., 214 Hyde.
 (21) Labor Clarion, 316 Fourteenth.
 (111) Lafontaine, J. R., 402 Dupont.
 (67) Lane & Stapleton, 900 Eddy.
 (141) La Voce del Popolo, 641 Stevenson.
 (50) Latham & Emanuel, 971 Howard.
 (57) Leader, The, 643 Stevenson.
 (5) Lechner Printing Co., 1542 1/2 Fifteenth.
 (118) Livingston, L., 640 Commercial.
 (108) Levison Printing Co., 1540 California.
 (45) Liss, H. C., 500 Utah.
 (44) Lynch & Hurley, 130 Van Ness Ave.
 (102) Mackey & McMahon, 1731 Mission.
 (23) Majestic Press, 1919 Ellis.
 (74) Marshall & Lightburne, 1338 Fillmore.
 (135) Mayer Printing Co., 29 Henry.
 (136) Merchants Press, 762 Larkin.
 (68) Mining and Engineering Review, 1225 Eighteenth Ave.
 (22) Mitchell, John J., 248 Ash Ave.
 (58) Monahan, John, 449 Duboce Ave.
 (24) Morris, H. C. Co., 3232 Mission.
 (55) McNeill Bros., 788 McAllister.
 (91) McNicoll, John R., 615 Sansome.
 (65) Murdock Press, The, 1580 Geary.
 (115) Myself-Rollins Co., 22 Clay.
 (105) Neal Publishing Co., 619 Clay.
 (43) Nevin, C. W. Co., 916 Howard.
 (114) North End Review, 1322 Stockton.
 (86) O. K. Printing Co., 2299 Bush.
 (144) Organized Labor, 212 Leavenworth.
 (59) Pacific Heights Printery, 2438 Sacramento.
 (148) Pacific Label Co., 575 Turk.
 (81) Pernau Publishing Co., 423 Hayes.
 (87) Peterson, Con. H., 33 Ivy Ave.
 (70) Phillips & Van Orden, 1617 Mission.
 (110) Phillips, Wm., 712 Sansome.
 (60) Post, The Evening, 992 Valencia.
 (109) Primo Press, 1508 Buchanan.
 (143) Progress Printing Co., 1004 Devisadero.
 (72) Prouty Press, 208 Noe.
 (64) Richmond Banner, The, 320 Sixth Ave.
 (61) Recorder, The, 643 Stevenson.
 (26) Roesch Co., Louis, Fifteenth and Mission.
 (27) Rooney, J. V. Co., 3237 Nineteenth.
 (83) Samuel, Wm., 1474 Market.
 (30) Sanders Printing Co., 2631 Clay.
 (145) San Francisco Newspaper Union, 405 Eighth, Oakland.
 (84) San Rafael Independent, San Rafael, Cal.
 (117) Sequoia Press, The, 1161 Howard.
 (125) Shanley Co., The, 6 Ritch.
 (13) Shannon-Conmy Printing Co., 509 Clay.
 (75) Shaw-Gille Co., 2880 Sixteenth.
 (94) Spaulding-Graul Co., 914 Howard.
 (31) Springer & Co., 1532 Geary.
 (28) Stanley-Taylor Co., 544 Bryant.
 (29) Standard Printing Co., 1511 Geary.
 (88) Stewart Printing Co., 480 Turk.
 (49) Stockwitz Printing Co., 1118 Turk.
 (53) Stuetzel & Co., 57-59 Clementina.
 (48) Sutter Press, 448 Haight.
 (63) Telegraph Press, 4150 Eighteenth.

- (102) Thompson & Adams, 2231 Mission.
 (107) Tibbetts, H. C., 1590 Geary.
 (96) Townes-Meals Co., 1411 Post.
 (85) Upton Bros. & Delzelle, 115 Welch.
 (32) Upton & Williams, 112 Hayes.
 (33) Van Cott, W. S., 1561 Post.
 (35) Wale Printing Co., Fillmore and Bush.
 (138) Wallace Larssen Co., Inc., 955 O'Farrell.
 (92) Weiss, M., 639 Baker.
 (34) Williams, Jos., 626 Willow Ave.
 (112) Wolff, Louis A., 64 Elgin Park.

BOOKBINDERS

- (116) Althof & Bahls, 719 Market.
 (128) Barry, Ed., 508 Commercial.
 (93) Brown & Power Co., 418 Sansome.
 (19) Hicks-Judd Co., 270-284 Valencia.
 (47) Hughes, E. C., 725 Folsom.
 (100) Kitchen, Jno. & Co., 1530 Geary.
 (129) McGeeney, Wm., San Francisco.
 (130) McIntyre, Jno. B., Fifth and Folsom.
 (131) Malloye, Frank & Co., 1132 Mission.
 (110) Phillips, Wm., 712 Sansome.
 (28) Stanley-Taylor Co., 544 Bryant.
 (132) Thumler & Rutherford, 721-723 Larkin.
 (32) Upton & Williams, 112 Hayes.
 (133) Webster, Fred, 1250 Hayes.

PHOTO ENGRAVERS

- Britton & Rey, 215 Bay.
 Brown, Wm., Engraving Co., 355 McAllister.
 California Photo Engraving Co., 141 Valencia.
 Commercial Art Co., Brady and West Mission.
 Davis, Nolan Co., Market at Franklin.
 Phoenix Photo-Engraving Co., 325 Eighth, Oakland.
 McCabe & Sons, 38 Sycamore Ave.
 Sierra Engraving Co., 560 Ninth, Oakland.
 Tibbetts, H. C., 1590 Geary.
 Western Process Engraving Co., 369 Natoma.

ELECTROTYPERS AND STEREOTYPERS

- Hoffschneider Bros., Brady and West Mission.
 Tibbetts, H. C., 1590 Geary.

MAILERS

- Rightway Mailing Agency, 391 Jessie.
 NOTE.—The office of the Allied Printing Trades Council of San Francisco is located at 312 Fourteenth street. Business Agent George A. Tracy and Secretary D. T. Powers may be addressed as above.

A STORY WITH A MORAL.

A good story recently told by P. J. Downey of the Sheet Metal Workers' Union in an address is as follows:

Pat and Mike went into a restaurant for dinner on a Friday, and Pat being the first to order, said: "Bring us some fish." The waiter promptly informed him that he had no fish. "Well, what have you got?" asked Pat. "Corned beef and cabbage," replied the waiter. "Bring some of it on," said Pat. Thereupon Mike remonstrated, "But it's Friday, Pat." "Well," returned Pat, "the Lord knows I asked for fish."

Brother Downey very adroitly compared Pat to a union man asking for the label, and when told it wasn't to be had took something else, quieting his conscience by saying: "Well, the Lord knows I asked for it."

When the merchant tells you he hasn't label goods, tell him you will go where you can get it, and do not buy unless you see the label.—Ex.

Demand union-label clothing.

DEMAND THIS LABEL



On Your Printing

If a firm cannot place the Label of the Allied Printing Trades Council on your printing it is not a Union concern.

New Type

New Presses

WALTER N. BRUNT

COMPANY

Printing, Badges,
Regalia, Buttons, Etc.

391 JESSIE ST.

At Fifth, opposite U. S. Mint, S. F.

TELEPHONE TEMPORARY 1966



This is the only genuine Label of the United Cloth Hat and Cap Makers of North America, affiliated with the American Federation of Labor.

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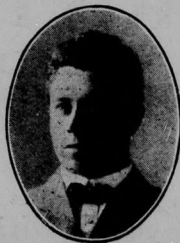
Beware of Imitation and Fraudulent Labels

Jas. G. Maguire

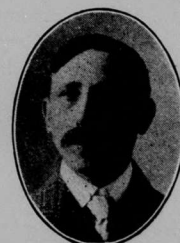
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Suite 22, St. Mungo Building, N. W. Corner

Golden Gate Avenue and Fillmore Street



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ARE BACK TO THE OLD STAND
SEVENTH AND MARKET STREETS,
LARGER THAN EVER; MODERN
STORE, MODERN WORKSHOP, PERFECT TAILORING AT
MODERATE PRICES, STRICTLY UNION IN EVERY DETAIL.

FIRST TAILORS IN SAN
FRANCISCO TO ADOPT THE
CUSTOM TAILORS' UNION
LABEL.



FIRST TAILORS IN SAN
FRANCISCO TO ADOPT THE
CUSTOM TAILORS' UNION
LABEL.

KELLEHER & BROWNE, THE IRISH TAILORS

11-15 Seventh Street, near Market

WORTH OF UNION LABOR.

One of the substantial claims of organized labor is the degree of proficiency which a membership guarantees to those in quest of skilled labor. In fact, if this were not true, the union label which is always to be found on the product of union workmen, would not be of value. That it is of value, however, is attested by the frequency with which the unions are called upon to expose the counterfeits of their labels.

In fact, it may be stated as a fact, says the *Mine Workers' Journal*, that the best workmen of all the crafts and the trades are to be found in the ranks of organized labor. Nobody has ever heard of an organization of inferior workmen with a label by which their goods may be known and recognized by the public. Of course, such a label would be valueless.

One of the purposes of organization is to guarantee the skill of its members which can be best made effective through the medium of organization. The interchange of ideas among workmen of the same trade and craft is as essential to perfection in workmanship as it is to the development of ideas in the intellectual world, and probably no one will be found who is so reckless of assertion as to deny the truth of this statement.

The fact of the efficiency of union workmen is best attested by those who have used it for years and reckoned it as asset in their business.

As union workmen are generally the best in their trade or craft it is natural to be expected they will command the best wages for their work; therefore it is natural to find those men who do not employ union labor and therefore cannot use it as a factor in their business constantly decrying it. The union label is a constant menace to their business, and the reason they do not use it is because they are not willing to pay the wages which the best skilled workmen demand.

These facts have been suggested by the following article which was taken from the *Musical Age*, which is a publication in New York devoted to music and has nothing to do with unionism one way or the other:

In discussing the recent Chicago banquet Mr. Bush was particularly caustic in his criticism of several statements made by George P. Bent, whose subject was "Unionism." Said he:

"Naturally, as the President of a corporation operating possibly the only absolutely union piano factory in the United States, I have a right to take exception to a statement that 'all manufactured products produced by union labor are necessarily cheap and rotten,—a statement that I have never heard made but once, and then by one whom I thoroughly believe was carried away by the subject in hand, without due consideration of the fact that possibly a large share of his own product is today being, partially at least, manufactured by this same class of labor, and was for at least a term of years wholly so. Again, a non-political organization of tradesmen, composed of men of varied political beliefs, cannot but be offended when possibly an administration in which they have the utmost confidence and under which they have thriven as never before, is openly maligned. Personally, I do not believe that at a trade dinner to which many men, representing various industries and professions, are invited, these subjects should come up. Guests attend these banquets for the purpose of being entertained, to enjoy the good cheer furnished, and to listen to wit and eloquence, with all the elements of offense eliminated, and while my sense of humor and tendency toward an indulgence in those things which enliven, brighten and amuse humanity predominates, I have none the less a keen appreciation of the serious things of life and have made no less a study of the economical conditions, labor conditions, political conditions and industrial conditions that naturally form a large part of the life of any intelligent citizen."

Mr. Bush referred to is at the head of one of the biggest piano manufacturing establishments in the United States, and his testimony of the value of union labor is worth something.

TWO STORES**HANSEN & ELRICK**

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AND HATTERS**

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HENRY BRUNNER, Cashier

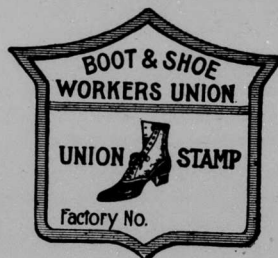
Capital paid in - - - \$1,500,000.00
Surplus and Undivided Profits 248,742.13
DEPOSITS - - - - - 4,176,658.85

42 MONTGOMERY ST., San Francisco, Cal.

THE GERMAN SAVINGS AND LOAN SOCIETY

526 California Street, San Francisco, Cal.

Guaranteed Capital and Surplus.....\$2,578,695.41
Capital actually paid up in cash.....1,000,000.00
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Goodfellow & Eells, General Attorneys.
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Union Members, Be Consistent Buy Shoes Bearing the Union Stamp

Union Stamp Shoes for Men, Women and Children can be had if you insist. If you don't insist you are actually an employer of Convict Unfair and Citizens' Alliance Labor.

The Union Stamp stands for Arbitration, Peace and Liberty in the Shoe Trade. Shoes without the Stamp stand for Convict, Unfair, Non-Union and Alliance Labor, supported by fraud and slander.

Boot and Shoe Workers' Union

246 SUMMER STREET,

BOSTON, MASS.

Union
Stamped
Shoes

B. KATSCHINSKI

THE PHILADELPHIA SHOE CO.
1549 FILLMORE STREET NEAR GEARY

The
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